

RECOMMENDATIONS – DISCUSSION GROUPS

Florida Participation Rate Conference
Orlando, FL
November 14 & 15, 2002

INCREASING PARTICIPATION BY ENGAGING THE MEDICALLY DEFERRED

Focus on what customers can do
Contact Physicians directly
Include activities on medical form that are not physically limiting (i.e. sitting in a classroom, home study)
At home GED courses
Employment readiness activities
Home based employment research
Provide specialized case management
Assist customers with SSI application process
Make appropriate referrals to Voc Rehab for assessments
Use medically deferred “down time” to assess/determine barriers (other than current condition)
Create employment opportunities requiring minimal physical activity such as telephone reception
Educate customers about SSI
Require a second medical opinion as appropriate
Provide customers with home study packets
On-line GED, Employment Skills
Video conferencing for ABE/GED

INCREASING PARTICIPATION BY ACCESSING ALTERNATIVE EDUCATION & TRAINING ALTERNATIVES

Develop unique partnerships with training providers and employers
Combine short-term training with work related activities
Job Shadowing
OJT combined with GED/ESOL/ABE (enhancement skills)
Provide work activities through mobile training units
Pursue Career Advancement & Retention Challenge Grant (CARC)
Targeting future demand occupations such as:
 Preschool & paraprofessional position
 Construction i.e. (Everglades Restoration project)
 Health occupations such as Nurses (LPN & RN)
 Teachers
Study time for Vocational Education

Incentives for:

Employers – OJT contracts

Employees who act as a job coaches and increase participant retention

Participant – job placement, OJT, incentive for retention

Web based learning

On-site training opportunities at housing authorities and other CBO locations

Mobile one-stops – classroom on wheels

On-line courses/activities (partner with libraries) for ABE/GED

OJT slots

Specialized Training

Home studies – need to establish validation

Internships

Apprenticeships both traditional and non-traditional

Supervised Volunteer sites for OJT

Combined work and learn programs

Adult Volunteer Centered Programs similar to HS programs

Develop employer work groups to determine what they need to get involved in activities such as work experience or OJT

Recruit mom & pop shops – train them to take advantage of employed worker training programs

Provide training on-site for career development/advancement (i.e. part time work/part time on-site training)

Combine OJT/soft skills training & ABE/GED

Kiosks at malls and local government centers

INCREASING PARTICIPATION BY WORKING WITH APPLICANTS

Provide Up-front Diversion

Provide orientation at public assistance locations both in groups or individually

Talk about job search and start immediately if possible

Provide transportation and childcare

Establish relationship with customer

Assign Jump Start Booklets to assist in job search/ job preparation

- One and a half hours credit/book

- Total 12 booklets in sets

Explain services offered & begin service strategy

Provide a comprehensive Explanation of Rights & Responsibilities

Require state agencies to promote up-front diversion as an option

Offer ODJS Retention Diagnostic during Orientation (customers do this on their own)

Develop more web based retention and job preparation modules

Provide customers with paper version of retention and job preparation modules

Provide child care to applicants for 30 days to job search

Educate customers about CSE

Provide “Information Orientations” of resources of assistance that helps keep individuals off of assistance

INCREASING PARTICIPATION BY CREATING SUBSIDIZED EMPLOYMENT OPPORTUNITIES

Re-directing Job Developer/Account Executives to establish subsidized employment opportunities

OJT programs with evaluation and 90 days to determine whether to continue funding

Dedicate specific funding for subsidized employment opportunities

Use staffing agencies to find positions as at least \$6.50 per hour minimum

Provide incentives based on salary at 30,60,90, 120 and 180 days

Use placement/retention team to support participants in subsidized employment positions.

Work with businesses to develop OJT opportunities, increasing partnerships among employers, employees /trainer/trainees

Coordinate mentoring and support services upon completion of training

Establish relationships with Economic Development Councils to:

Provide training to meet business and industry requirements

Identify new businesses looking at local communities

Become aware of employment trends

Fund skills step-up training – same employer – new job & new pay rate

ISSUES TO BE CONSIDERED BY AWI TO INCREASING PARTICIPATION

How to code - Are we capturing all participation?

Broadening CWE – what is the true definition