




Workshop Recording | Resources | Slides

Topic	Get in the Game! Successful Intervention Strategies for Serving Youth
Presenter	Geri Walsh, Kathy DeAngelo, and Tanisha Taylor, Disability Resource Coordinators and NYSDOL Program Development Unit
Length of recording	90 Minutes
Recording	At dews.webex.com choose "Webex Training" from the triple bar icon. In the upper left corner, go to "View session recordings." Search the workshop topic. Select "View" for the recording. When prompted, enter "Careers" for the password.
Resources	<ul style="list-style-type: none">- Webinar Presentation- Webinar Follow-up Resources
Description	<p>This month's webinar will highlight two intervention strategies – Integrated Resource Teams (IRT) and Reverse Career Fairs, and how they can be used to successfully serve youth with barriers to employment.</p> <p>IRTs provide the opportunity for comprehensive, wrap-around services on behalf of a youth by bringing together diverse programs and services that meet the needs of the youth. This strategic approach is customer-centered and supports the vision of the Workforce Innovation and Opportunity Act. Reverse Career Fairs are an opportunity for job seeking youth to develop materials, displays and presentations for booths at the fair. Then, it is the employers who move between the booths to learn about the strengths and skills of the job candidates.</p> <p>Pre-webinar video: Carlos's Success: (Press Control Click to watch the video)</p>  <p>The video thumbnail shows a group of diverse young people in a professional setting. The text on the thumbnail reads: "DISABILITY PROGRAM NAVIGATORS" and "MAKING EMPLOYMENT CONNECTIONS FOR JOB SEEKERS WITH DISABILITIES".</p>
Follow Us	Facebook Twitter YouTube LinkedIn

Brought to you by the **Program Development Office of the Division of Employment and Workforce Solutions**

Get in the Game! Successful Intervention Strategies for Serving WIOA Youth

Youth Issues Webinar:

- [Get in the Game! Successful Intervention Strategies for Serving WIOA Youth Webinar Presentation](#)
- [Webinar Recording](#)

Integrated Resource Team (IRT) Resources

- [WorkforceGPS IRT](#) – DEI Lessons Learned for WIA-WIOA: How Integrated Resource Teams achieved Workforce Investment Act outcomes
- [IRT FAQ](#) – Frequently asked questions about IRTs
- [IRT process in North Dakota](#) – Video of the IRT process from North Dakota
- [Choose work](#) – Ticket to Work program home page
- [Community Work Incentives Coordinators \(CWIC\)](#) – Linkage to local coordinators

Reverse Job Fair Resources

- [Iowa Reverse Job Fair](#) – Video highlighting best practices from Iowa
- [DEI Best Practices WorkforceGPS](#) – Iowa Reverse Job Fair step by step guide listed on the left as a Word file

Contact Information

- [Disability Resource Coordinators \(DRCs\)](#) – Contact information of DRCs in NYS
- Speakers Contact Information

Albany DRC- Geri Walsh
Career Central
175 Central Ave
Albany, NY
(518) 242-8248
albanydrc@capreg.org

CDO-DRC – Kathy DeAngelo
CDO Workforce
12 Dietz Street
Oneonta, NY 13820
(607) 432-4800 ext. 113
deangelok@otsegocounty.com

HMO-DRC – Tanisha Taylor
Utica Working Solutions
207 Genesee Street Ste. 201
Utica, NY 13501
(315) 793-6357
ttaylor@working-solutions.org

Get in the Game!

Successful Intervention Strategies for
Serving WIOA Youth

Program Development
September 19, 2018



Introduction



Integrated Resource Teams and Reverse
Job Fairs are successful strategies and
tools to serve youth with partner
collaboration

Overview of Integrated Resource Teams

Disability Resource Coordinator:
Geri Walsh

What is an IRT?

A team of diversified service providers, including community and partner agencies and Job Center programs, who work together with the individual job seeker to coordinate services to reach and maintain an employment goal

IRTs are initiated on behalf of a jobseeker who is experiencing multiple challenges to employment to address the job seeker's specific needs

What is an IRT?

Job seekers are responsible for identifying their roles and contributing towards the employment goal

TEAM approach allows systems collaboration, cross-agency education, accountability and shared credit for outcomes

IRT's purpose is EMPLOYMENT

Customer Focused

Job seeker is an active participant in all meetings and plan development

Resources and services specifically coordinated on the job seeker's unique needs and employment goal



What an IRT is...

An IRT is an informal approach used for an **INDIVIDUAL** job seeker and driven by that job seeker's needs and strengths

Each IRT is **unique**, reflects the job seeker's resource needs and employment goal



What an IRT is NOT...

An **IRT** is **NOT** an interagency committee consisting of various community agencies that focus on systems collaboration

The main purpose of an **IRT** is **NOT** resource mapping or to assist an individual to learn about various agency resources

Who Participates?

Community programs & service providers including:

- ❖ Workforce Development System
- ❖ Mental Health
- ❖ Vocational Rehabilitation
- ❖ Parole officers
- ❖ Veteran's Services
- ❖ Housing Provider
- ❖ TANF
- ❖ Advocates /Friends

Goal of the IRT Model

- Enhance cross-agency collaboration
- Increase enrollments in workforce
- Strengthen workforce system and partner agency relationships with resource coordination and collaboration

Coordination of an IRT

Questions to consider to propose the IRT...

The Employment Goal

Are there resources beyond those available in your system that are critical to your customer's success in attaining his/her employment goal?

The Customer

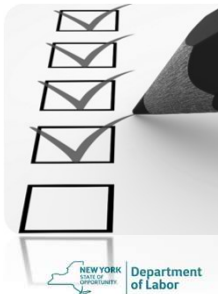
What other system(s) is your customer currently accessing?

What services might your customer be eligible for that are relevant in attaining their employment goal?

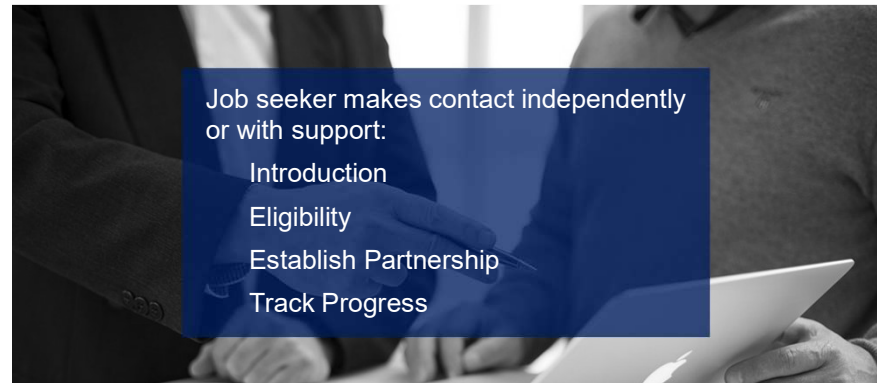
Customer Assessment

Before approaching partners assess:

- Eligibility for program/service enrollment
- Appropriate employment goals for system resources
- Agreement to consult and contact partners (signed releases)



Approaching Partners



Negotiate Shared Resource Plans

Reach consensus on:

- Employment goal
- Lines of communication (established prior to the need)
- Sequence of services



WIOA and IRTs

- Streamlining of major programs
- Unified state plan and local services MoUs
- Cross-system/program common measures
- Focus on targeted populations with wrap around services



WIOA and IRTs



IRT:

Offers a tangible model for providing wrap-around services

Customer centered to meet employment goals

Informal agreements that can be scaled up to formalized agreements

WIOA and IRTs



The IRT model allows for cross-agency/system collaboration and can be used as a prototype to scale from local to state levels

WIOA and IRTs

IRT effective qualities for resource coordination:

Customer focused

Outcome driven

Informal

Applicable through multiple outcomes

Gerri Walsh Disability Resource Coordinator

Career Central

Albany, NY

(518) 242-8248

albanydrc@capreg.org

Integrated Resource Team Case Study

Disability Resource Coordinator:
Kathy DeAngelo

Case Study Overview

Agenda Topics:

Housing search
New vehicle
OJT
Job search

Participants:

David – Youth
Donna - Catholic Charities
DOL Business Services
Representative
Disability Resource Coordinator

Youth's Background

Job Seeker David:

22 years old youth
Enrolled in WIA Out-of-School Program
HS dropout
Receiving SSI and SSDI



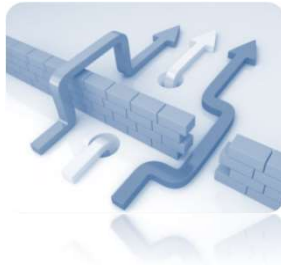
Initial IRT

David, the CDO Youth Counselor, and Disability Resource Coordinator Discussed:

Eight recent letters from SSA
How to best use a lump sum payment
Medicare and Medicaid
Next steps following the achievement of GED

Barriers

- Limited work history
- Not interested in furthering his education
- Parents' resistance
- No vehicle
- Public transportation was not accessible



Employment Plan

- Career interest and aptitude assessment
- Workforce resume workshop
- Review BPQY, develop IWP and assign Ticket to Work
- Set up Follow-Up IRT with parents and DOL Business Services Representative

Initial Outcomes

- David scored high aptitude on clerical skills and customer service jobs
- His parents refused to participate and did not want him to work or move
- David bought a car and saved for a down payment on an apartment
- Scheduled follow up IRT to discuss OJT and job search strategies

Follow up IRT



Results

Part-time job for UPS as a Loader beginning in May 2014

Secured permanent housing

Monthly meetings for SS benefits advisement

UPS offered David training to become a full-time driver at the end of 2014

Participants:

David – Youth

Donna - Catholic Charities

DOL Business Services Representative

Disability Resource Coordinator



Follow up IRT

Assisted with DOT federal waiver to accept full time promotion

Initiated another IRT

Reviewed waiver process in May 2015

Promoted to International Packages Clerk with an increase in pay and hours



Updates

The Federal waiver application was rejected and refiled in September 2015

In August 2016, David was promoted to a full-time UPS Driver and is now a member of the Teamsters Union

David was able to buy a new truck and plan a 10-day vacation



Kathy DeAngelo Disability Resource Coordinator

CDO Workforce
12 Dietz Street
Oneonta, NY 13820
(607) 432-4800 ext. 113
deangelok@otsegocounty.com



Reverse Career or Job Fair

Disability Resource Coordinator:
Tanisha Taylor

Job Fair that Flips the Table

Job seekers create displays and presentations to showcase their talents

Employers circulate the booths and introduce themselves to job seekers



Reverse Job Fair Helps:

Job seekers highlight and showcase their skills and in a comfortable environment

Businesses recognize talent by watching job seekers demonstrate their history and abilities



Benefits to Business

Connect with high quality, but often overlooked, job seekers

Less financial and logistical burden

No registration fee or booth cost

Relaxed conversation conducive to a meaningful exchange

A platform where the event organizers pre-screen and match job seekers to positions needed by potential businesses

Benefits to the Job Seeker

The three-phase process includes a career readiness workshop that assists job seekers to develop presentation materials and practice interviewing skills

Job Seekers will know beforehand the essential job functions and requirements to be well-prepared to explain why they are a “right fit” for businesses

Job Seekers Come to the Fair with:

Portfolio with a resume, references, cover letter, etc.

A tri-fold board display with:

- Who you are
- What you know
- What you've done
- What you hope to do



HMO Region Reverse Job Fair

- Partnered with 5 Local Agencies
- Work readiness work shops
- Ten job seekers participated
- Eight Employers attended
- Four job seekers received interviews



Iowa DEI Reverse Job Fair



Tanisha Taylor Disability Resource Coordinator

Utica Working Solutions
207 Genesee Street Ste. 201
Utica, NY 13501
(315) 793-6357
ttaylor@working-solutions.org



Conclusion



IRT and Reverse Career/Job Fairs are excellent customer centered tools to use with your community and WIOA required partners



Questions





Contact: Your Program Monitors,
YouthTeam@labor.ny.gov

