

**Workforce Development System  
Technical Advisory #16-04.1  
January 31, 2022**

**To:** Workforce Development Community

**SUBJECT:** Universal Accessibility of the Workforce Development System to  
Individuals with Disabilities

**PURPOSE**

To provide Local Workforce Development Boards (LWDBs) with information regarding meeting nondiscrimination and universal access obligations for individuals with disabilities.

This Workforce Development System Technical Advisory (WDS TA) rescinds and replaces WDS TA #00-21: Accessibility of One-Stop Systems to Individuals with Disabilities (05/16/2000), and WDS TA #01-16: Orientation and Mobility Primer (06/22/2001).

**POLICY**

The New York State (NYS) Career Center System provides universal physical and programmatic access to all individuals regardless of disability. This obligation extends to all programs and activities that are part of the Career Center System and that are operated by Career Center System partners as required by WIOA.

**ACTION**

Workforce development partners must be familiar with their obligations as specified by the Workforce Innovation and Opportunity Act of 2014 (WIOA).

As required by WIOA §107(d)(13), all LWDBs will annually assess Career Centers in their local area to determine appropriate physical and programmatic access for individuals with disabilities.

One-Stop Operators should also read “Promising Practices in Achieving Nondiscrimination and Equal Opportunity: [A Section 188 Disability Reference Guide.](#)” The United States Department of Labor (USDOL) developed this Reference Guide to assist One-Stop Operators by providing promising practices that correlate with specific nondiscrimination requirements in [Section 188](#) and the current Section 188 regulations.

**WE ARE YOUR DOL**



## BACKGROUND

WIOA [Section 188](#) prohibits discrimination against individuals who apply to, participate in, work for or come into contact with programs and activities that receive certain forms of financial assistance from USDOL. Section 188 prohibits discrimination on the grounds of race, color, religion, sex, national origin, age, disability or political affiliation or belief, among other bases, and requires that reasonable accommodations be provided to qualified individuals with disabilities in certain circumstances.

## REFERENCES

[A Primer for Serving Workforce Customers who are Blind or Visually Impaired](#)

Promising Practices in Achieving Nondiscrimination and Equal Opportunity: [A Section 188 Disability Reference Guide](#)

Training and Employment Notice (TEN) No. [24-18](#): Updated Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide

Workforce Investment Act (WIA) Section 188 [Disability Checklist](#)

## INQUIRIES

Questions regarding the WDS TA should be directed to your State Representative.

If you are aware of a customer who is in need of Orientation and Mobility (O&M) and/or Vision Rehabilitation Therapy (VRT) services, or if you need further assistance, please contact the New York State Commission for the Blind (NYSCB) District Office in your local area through this toll-free number: 1-866-871-3000.

**WE ARE YOUR DOL**

