**New York Systems Change and Inclusive Opportunities Network (NY SCION) Implementation Plan**

**Introduction**

The New York State Department of Labor (NYSDOL) is implementing the New York Systems Change and Inclusive Opportunities Network (NY SCION).

The mission of NY SCION is to improve the participation of individuals with disabilities, including individuals with intellectual and developmental disabilities, in workforce systems and improve their employment outcomes via a sustainable, job-driven, inclusive model that involves businesses and workforce demand.

The specific goals of the program are to:

1. Improve employment outcomes for individuals with disabilities, ages 18 and older, using existing training, career pathways, Integrated Resource Teams (IRTs), Ticket to Work (TTW), asset development, and other promising and proven interventions;
2. Expand available career services provided in the New York State (NYS) Career Center network to job seekers with disabilities;
3. Support and expand partnerships, collaboration, service coordination, and service delivery across multiple education, workforce, and disability systems; and
4. Support evaluation, sustainability planning, and implementation strategies including partnership development, business and funder outreach, and revenue identification.

NY SCION funds can be used to hire and support a new, or designate an existing, part-time (15-29 hours per week) or full-time (30 hours or more per week) Disability Resource Coordinator (DRC). The DRC role is described in greater detail in **Attachment A: Disability Resource Coordinator (DRC) Job Description and Recommended Minimum Qualifications**.

Local Workforce Development Boards (LWDBs) are being asked to demonstrate their **current** capacity to serve individuals with disabilities, as well as the gaps in strategy a DRC will help to address, through responses to the implementation and sustainability questions below. Revised plans must be submitted **annually** by August 1 to SpecialPopulations@labor.ny.gov.

**Program Delivery Description**

1. Describe current efforts to enroll individuals with disabilities ages 18 and older in career services that support career exploration, career advancement, and resource planning.

**Highlight strengths of the current strategy.**

Click or tap here to enter text.

**Highlight the gaps in the current strategy and how a DRC in your local area will address those gaps.**  If your area already has a DRC, or if you intend on designating a pre-existing staff to serve in role, please advise how this individual will now be able to address those gaps.

Click or tap here to enter text.

1. Describe current service delivery strategies targeted to individuals with disabilities and any recent efforts to improve their employment outcomes.

**Highlight strengths of the current strategy.**

Click or tap here to enter text.

**Highlight the gaps in the current strategy and how a DRC in your local area will address those gaps.** If your area already has a DRC, or if you intend on designating a pre-existing staff to serve in role, please advise how this individual will now be able to address those gaps.

Click or tap here to enter text.

1. Describe current collaborations and/or partnerships with employment service providers to effectively meet the needs of businesses.

**Highlight strengths of the current strategy.**

Click or tap here to enter text.

**Highlight the gaps in the current strategy and how a DRC in your local area will address those gaps.** If your area already has a DRC, or if you intend on designating a pre-existing staff to serve in role, please advise how this individual will now be able to address those gaps.

Click or tap here to enter text.

1. Describe current efforts to promote career pathways entry, benefits advisement, job placement, work experiences, and/or employment placement services for individuals with disabilities.

**Highlight strengths of the current strategy.**

Click or tap here to enter text.

**Highlight the gaps in the current strategy and how a DRC in your local area will address those gaps.** If your area already has a DRC, or if you intend on designating a pre-existing staff to serve in role, please advise how this individual will now be able to address those gaps.

Click or tap here to enter text.

1. Describe current efforts to recruit and serve Social Security Administration (SSA) beneficiaries (e.g., recipients of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI)) under the TTW Program in your capacity as a participating Employment Network under the New York Employment Services System (NYESS) Administrative Employment Network (AEN).

Please note: Under NY SCION, we strongly encourage every LWDB to be registered as an Employment Network (EN) under the NYESS AEN. If your area is not a participating EN – whether under the NYESS AEN, a separate AEN, or your own EN – please also answer question 6 below.

**Highlight strengths of the current strategy.**

Click or tap here to enter text.

**Highlight the gaps in the current strategy and how a DRC in your local area will address those gaps.** If your area already has a DRC, or if you intend on designating a pre-existing staff to serve in role, please advise how this individual will now be able to address those gaps.

Click or tap here to enter text.

1. Each LWDB is required to be a participating EN – whether under the NYESS AEN, a separate AEN, or your own EN – under NY SCION. If the LWDB is not currently a participating EN, please provide a rough timeline and necessary action steps your area will take to become a participating provider by August 1. Please indicate “N/A” if your area already meets these criteria.

Click or tap here to enter text.

**IMPLEMENTATION PLAN**

LWDBs are being asked demonstrate capacity to expand services for individuals with disabilities ages 18 and older to create a Project Implementation Plan.

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| **OBJECTIVE #1** |
| **BUSINESS EDUCATION, OUTREACH, AND ENGAGEMENT STRATEGY*** Describe any education and outreach that will be used to promote the value of recruiting, hiring, training, and retaining people with disabilities.

Click or tap here to enter text.* Describe any strategy(ies) that will be used to develop relationships with businesses in in-demand, growth sectors to increase work-based learning and job placement opportunities for individuals with disabilities ages 18 and older.

Click or tap here to enter text.* Describe any plans to adapt and modify policies and procedures to support business education, outreach, and engagement strategies.

Click or tap here to enter text.* Describe evaluation and sustainability planning that will support continuation of the strategies outlined above.

Click or tap here to enter text.**Policy Change (Y/N):**  |
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| **OBJECTIVE #2** |
| **DISABILITY AWARENESS AND PROGRAM ACCESSIBILITY TRAINING STRATEGY*** Describe any training that is or will be available to local staff and partners on disability etiquette, programmatic accessibility requirements under WIOA Section 188, and related requirements of the Americans with Disabilities Act (ADA).

Click or tap here to enter text.* Describe any plans to adapt and modify policies and procedures to support disability awareness and program accessibility training.

Click or tap here to enter text.* Describe any training that will support evaluation and sustainability planning and implementation.

Click or tap here to enter text.**Policy Change (Y/N):** |
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| **OBJECTIVE #3** |
| **SKILL DEVELOPMENT, JOB RETENTION, AND CAREER PATHWAY TRAINING STRATEGY*** Describe any training that is or will be available to individuals with disabilities and businesses to support skill development, job retention, and career entry and advancement.

Click or tap here to enter text.* Describe any plans to adapt and modify policies and procedures to support skill development, job retention, and career pathway training for individuals with disabilities.

Click or tap here to enter text.**Policy Change (Y/N):** |
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| **OBJECTIVE #4** |
| **COORDINATION STRATEGY*** Describe any activities to coordinate employment services (e.g., career exploration, training, asset development, benefits advisement, job placement, work experiences, and other services) with other systems providers (e.g., Independent Living Centers, Mental Health, Disability, and other Community Organizations).

Click or tap here to enter text.* Describe any activities to expand linkages between these organizations and programs including TTW-related activities.

Click or tap here to enter text.* Describe activities to support sustainability planning and implementation for the above activities.

Click or tap here to enter text.**Policy Change (Y/N):**  |
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| **OBJECTIVE #5** |
| **SERVICE STRATEGY[[1]](#footnote-2) EVALUATION AND SUSTAINABILITY*** Describe the LDWB’s service approach and implementation including products that will be managed and facilitated by the DRC.

Click or tap here to enter text.* How will success be measured, including data collection? (e.g., skill gains, changes over time, long-term impacts).

Click or tap here to enter text.* Describe strategies to support sustainability planning, including the retention of the DRC position and related services. (A sample sustainability plan is available on the NYSDOL [website](https://dol.ny.gov/NY_SCION) as a resource to guide your future work.)

Click or tap here to enter text.* Describe plans to generate alternate revenue to support project continuation.

Click or tap here to enter text.* Describe how the DRC will prioritize the systems change activities outlined in this implementation plan – particularly if the area has chosen to hire a part-time DRC.

Click or tap here to enter text.**Policy Change (Y/N):**  |
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1. Outreach, intake, and orientation; assessment and program referral; supportive services; career planning and counseling; financial literacy and capability training; occupational skills training; on-the-job training; internships and work experiences [↑](#footnote-ref-2)