



The disability community is diverse. The LEAD Center is committed to being **intentionally inclusive** of race, ethnicity, gender identity, socioeconomic status, and disability in our research, programs, and partnerships. Talking about “intersectional identities” is important, and we strive to foster a learning environment. Therefore, we invite you to join our events with **empathy and open-mindedness.**

[Learn more about our dedication to Diversity, Equity, Inclusion, and Accessibility \(DEIA\).](#)

Your Roadmap to Creating Inclusive Career Pathways

National Career Pathways Network 2023

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Presenters

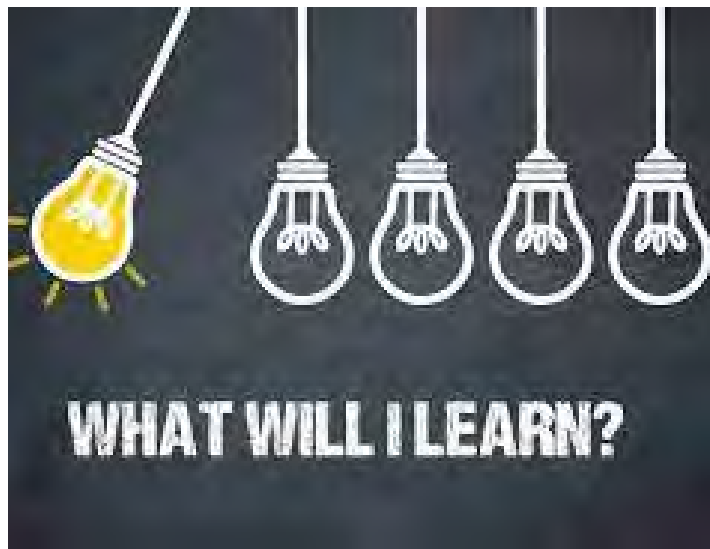
[Sarah Loizeaux](#) - Subject Matter Expert on Inclusive Career Pathways, LEAD WIOA Policy Development Center, National Disability Institute



[Laura Gleneck](#) – Project Director, LEAD WIOA Policy Development Center, National Disability Institute



Following this session, you will:



- Gain a broad understanding of WIOA's vision for career pathways to promote workforce development and equal opportunity.
- Learn about resources to engage businesses, leverage partnerships, promote career-based learning, advance DEIA, and support youth, all through an interactive online inclusive career pathways tool.
- Gain practical guidance and replicable strategies you can implement to create inclusive career pathways.

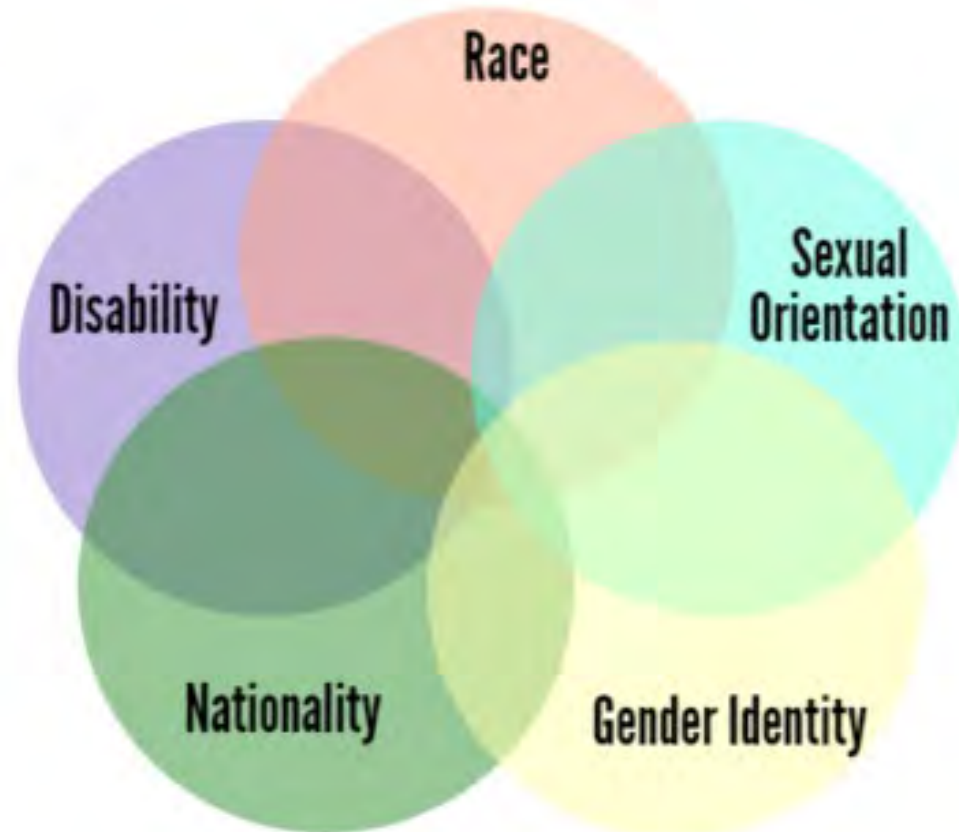
INCLUSIVE CAREER PATHWAYS BEST PRACTICES

WIOA AND CAREER PATHWAYS

- ▶ The Workforce Innovation and Opportunity Act (WIOA) has a primary focus on creating Career Pathways for job seekers to achieve their desired employment goal and to assist them in advancing economically.
- ▶ Inclusive Career Pathways support people with limited career options who lack the academic and/or technical skills necessary to complete the credentialing requirements of many high-growth career opportunities.
- ▶ Inclusive Career Pathways promote cross-agency leveraging of resources.

INTERSECTING IDENTITIES

- For Career Pathways programs to be fully inclusive, Career Pathways partners must build cultural and linguistic competence so that everyone is equipped to include people with intersecting identities.



ROADMAP TO INCLUSIVE CAREER PATHWAYS

- An interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.
- Contains strategies and practices promoting inclusive workforce outcomes.



FIVE KEY AREAS (1)

- ▶ **Leveraging Partnerships and Collaboration** - Learn how to build effective community partnerships and collaborations across multiple service delivery systems that align public and private resources to improve the inclusion of people from underserved groups, including individuals with disabilities, in career pathways programs.
- ▶ **Engaging Businesses** – Learn how to promote active engagement with the business sector to identify the skills and support that workers need to grow in a career pathway. You will learn how to increase inclusion of individuals in low- and moderate-income populations, including people with disabilities and others who are underserved in the workforce.

FIVE KEY AREAS (2)

- **Designing Career-based Learning** - Learn how to provide diverse, job-driven training opportunities for individuals with disabilities, including work-based training approaches such as on-the-job training, summer youth employment, Registered Apprenticeships, internships, and other paid work experience.
- **Advancing Compliance and Inclusion** - Learn about tools and resources that build capacity to increase access to services and outcomes for all people, including job seekers with disabilities, people of color, and others who have been historically underserved in the public workforce system.
- **Serving Youth with Disabilities** - Learn about tools and resources to help increase the participation of youth with disabilities in existing career pathway systems and programs.

FREQUENTLY ASKED QUESTIONS (FAQs)

- ▶ Sub-topics include FAQs to highlight a resource or two.
- ▶ Focus on common questions that AJC/workforce staff may have.
- ▶ Highlight a variety of different strategies, practices, target populations and resource mediums, i.e., tools, websites, brief, resources, etc.



INCLUSIVE CAREER PATHWAYS TOOLS AND RESOURCES – LEAD CENTER

LEAD Center Roadmap to Inclusive Career Pathways

Interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

LEAD On! January 2023: Creating Inclusive Career Pathways: Strategies for Success

Explore online tools that provide workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

Brief: Increasing Access and Equity within the Workforce Development System

Highlights promising employment practices, strategies, and resources for workforce staff and their partners to support people with disabilities, including those from historically underserved communities.

LEAD CENTER DEIA PRESENTATION ARCHIVES (1)

[Workshop - Innovative Strategies to Empower Youth with Intersecting Identities](#)

This workshop shared promising practices for developing inclusive learning environments for youth.

[HempsteadWorks Career Center LGBTQ Inclusive Services Webinar Training Series](#)

This training series helps workforce staff and administrators understand the unique needs of those in the LGBTQ+ community.

LEAD CENTER DEIA PRESENTATION ARCHIVES (2)

[Webinar - A Roadmap to Inclusive Career Pathways: Promoting DEIA Through Cross-System Partnerships](#)

Learn strategies, experiences, and resources to support inclusive career pathways, create partnerships across government agencies and with underserved communities, and promote DEIA to enable people with disabilities to succeed in the workforce.

[Promising Practices on Diversity, Equity, Inclusion, and Accessibility \(DEIA\) within the Workforce System](#)

Learn effective state and local practices that promote DEIA in the workforce system in the areas of business services, internal staff training, and policy implementation.

FEDERAL EQUITY RESOURCES (I)

Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (White House Executive Order No. 13985)

To “pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.”

U.S. Department of Labor Equity Action Plan

Summarizes the department’s efforts to identify barriers to more equitable access to programs and services for underserved, marginalized and excluded communities and outlines the next steps for expanding access to those communities.

FEDERAL EQUITY RESOURCES (II)

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

Includes examples of promising practices that can help promote equal access for individuals with disabilities to the American Job Center (One Stop) system.

[LEAD Center Website: Equal Opportunity in the Workforce System](#)

Learn about strategies, resources, and examples from multiple states related to implementation of the equal opportunity requirements of WIOA, and how they can support AJC certification.

QUESTIONS



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Thank You!