Greenville County Workforce Development Board (GCWDB)
Committee on Services to Individuals with Disabilities (CSID) Meeting
Tuesday, November 23, 2021
9:00 – 10:00 AM

https://us06web.zoom.us/j/86104590925?pwd=Q09SWGlyS3pISGxWTWlKREx0enV2UT09

Meeting ID: 861 0459 0925
Passcode: 923532

Agenda
* Denotes an action item

- I. **Welcome and Introductions**

- II. **Call to Order**

- III. **Quorum Validation**

- IV. *Notes Approval October 28, 2021*

- V. **Visioning Part II: Bridging the Gap Discussion**

- VI. **Other Business**

- VII. **Adjourn**

Presentation Documents will be made available via http://www.greenvillewib.com

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9:00 – 10:00 AM. Tuesday, October 28, 2021

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<u>NOTES FROM MEETING DISCUSSION ABOUT CSID VISION</u>

Vision – Where We Want to Be – Goals – Where We are Now

Change needs to take place at 3 Levels: SYSTEM LEVEL – POLICY LEVEL – CULTURAL LEVEL

CSID is stewarding this process for long-range change.

VISION – what do we want our end result to be. We agree as a CSID committee – consensus

VISION IDEAS:

What we are doing is self-sustainable – doesn't require a CSID to drive it

People that are seeking employment are not represented by a service provider – how do we get them into employment where they can showcase their skills, apply, and become employed / thrive. Those that are not connected to a traditional service provider.

<u>Idea 1</u>: "Where every person with a disability that *wants a job* can get one."

Narrative about *"wants" a job*… may perceive that employment is not right for them.

Implies all with disabilities including and beyond those receiving services.

Coordinated service provision / referrals between service providers

- Diversity of opportunity / or lack thereof
- Job requirements (education, experience)
- Transportation
- Seamless integration of services? Or disjointed? Clear messaging between actors.
- Employer perceptions / biases
- Which barriers are within our sphere of control?

<u>Idea 2</u>: "Where employers' demand for employees with disabilities is no different than demand for employees without disabilities."

Some of the barriers in our culture press downward on labor force participation of people with disabilities due to perceptions, expectations. Pipeline TO labor force participation.

<u>Idea 3</u>: "The unemployment rate among people with disabilities is on par with the unemployment rate among people without disabilities – (readily available, measurable)."

Is it even possible to figure out the employment rate / labor participation rate / unemployment rate for people with disabilities in Greenville County?

Labor force participation (in the prior 4 weeks you are looking or you are currently employed). This is measurable and could possibly be measured locally.

Idea 4: Increase labor market participation among people with disabilities. More people have the opportunity to showcase their talents and skills to employers. Lost 17,000 in labor force (2200 in Gvl Cty).

Expectation is employment. Many need the job to survive. Making an expectation around employment. Not "do you want to work" but about "what do you want to do."

Key indicator? More folks with disabilities seeking to enter the labor market

Key indicator? Employer engagement with service providers (business development group)

CSID can be a repository to identify the barriers and then looking at ways our community can address these barriers.

Getting clients ready to the point where they are ready to showcase their skills.

Gathering data about numbers of people with disabilities working / not working in Greenville County. Could this be a systems improvement if we could figure out the data

Identifying the barriers: Transportation – what are we going to do about it? Perhaps having someone from GreenLink on the CSID. Bus riding – Green Link – can be confusing. Lots of requirements to qualify.

GOAL: Employer engagement – is this a key strategy? Is this a goal we can measure

> Are we talking about equity in employment – diversity in employment across sectors? This could be a wide variety of types of employment, segments of the market, etc. A barrier could be a lack of opportunities across sectors, segments of the market. Let's look at categories of employment that are our go to's.

Infrastructure & System - Seamless integration

Formal communication to economic development and to employers

Reducing barriers coming from employers; coming from the system; coming from individuals/families

Establish Measurements

Bake in the Culture – spread that culture out to the BD group, other groups, entities

Infrastructure & System:

Our work is publicized – we set an example for other committees

Key Strategies

Removing System Barriers – a Key Strategy?

Ability ASCEND

Business Development Group

> How to facilitate communication between CSID and Business Development Group
>
> Strategic Playbook