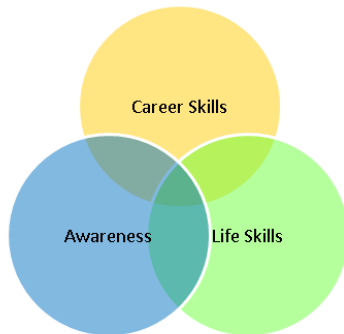


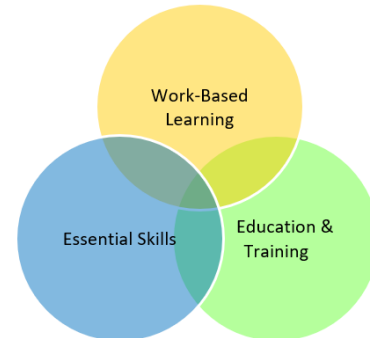
“Prepare Illinois workers for a career, not just their next job.”

We are a proud partner of the American Job Center.

Opportunity For:



Experience Through:



A Lifelong Learning Experience

Co-Leaders:

David Friedman, Mike Massie, Margi Schiemann, Tom Wendorf

If there are any questions, please contact Mike Massie at mike@massielaw.net.

Charges:

Create opportunities for learners of all ages and ability with a focus on those individuals defined as targeted populations to enhance their career awareness, career skills, and life skills through experiences with the education and training, work-based learning and essential skills as enhanced by the Illinois Essential Employability Skills approach.

Serves as the intersection between job seekers, businesses, the education system, local workforce agencies, and other interested stakeholders.

Committee Priorities: Integrate and Involve

1. Being a link between the IWIB and the Local Workforce system to impact and improve the lives of Illinois citizens particularly those that are identified as WIOA targeted populations.
2. Integration and comprehensive involvement of all partners, including the four core partners, business sector, secondary and postsecondary education, workforce labor, legislative, and local implementation partners.
3. Work with the Business Engagement Committee to provide business and industry an awareness of the Illinois career pathway efforts to provide sustainable business-driven talent solutions for small and historically underrepresented owned business.
4. Work with the Apprenticeship Committee to provide work-based experiences for targeted populations.





CAREER PATHWAYS TARGETED POPULATIONS QUARTERLY REPORT JUNE 2021

Quarterly Update:

1. The CPTP held a quarterly meeting on March 25, 2021 with a sector focus on Transportation, Distribution, and Logistics and a target population focus on Opportunity Youth. Kraig Kisting joined the meeting from National Tube Supply to provide a virtual tour. Mollie Dowling from OAI, and Susan Flessner from Will County also joined for a panel discussion on service integration. The meeting featured a video highlighting an employee success story [here](#).
2. On May 26, 2021, the CPTP sponsored a WIOA Wednesday Webinar called [“The Art and Science of Service Integration-Cultures that facilitate collaboration by IDRS and Local Workforces.”](#) The webinar featured a panel discussion of local workforce representatives, employers, and IDRS highlighting the importance of local-level service integration.
3. Several members of the CPTP joined [“A Hire Calling”](#) virtual event focusing on re-entry employment in April. Since then, members of the Kitchen Cabinet have met to discuss a workgroup of the CPTP focusing on re-entry employment. The workgroup is working to plan a WIOA Wednesday Webinar in August featuring a panel of employers discussing the benefits of re-entry employment.
4. The next meeting of the CPTP is on June 24, 2021. The focus will be on healthcare career pathways. Katie Bata from Advocate Aurora will join the meeting to discuss healthcare career pathways and provide a virtual tour. Terah Scott will also join to provide an update on the Youth Career Pathways NOFO.

Work Plan:

Priority 1: Serve as a link between the IWIB and LWIA's			
Serve as a link between the IWIB and LWIAs	Timeline	Deliverables	Progress currently
Prioritize target populations that could be served by LWIA's and the IWIB	December 2020	Summary of the target populations that CPTP will focus on for career pathway work	Focusing each meeting on a different target population
Identified topics of value to Local Workforce Innovation Boards and explore recommendations from LWIBS and CPTP	March 2021	List of opportunities for LWIBs & IWIB CPTP: 1. Service Integration 2. Continuous Improvement 3. Career Pathway Awareness	Partnering with WIOA Professional Development group to determine opportunities.



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CAREER PATHWAYS TARGETED POPULATIONS

QUARTERLY REPORT

JUNE 2021

			<p>Hosted service integration webinar in May.</p> <p>Planning ahead for re-entry employment webinar in August.</p>
Collaborate with other IWIB committees and IWP	March 2021	Factoring Business Engagement Committee priorities into career pathway work with IWP	<p>Coordination with IWP continues.</p> <p>Tom Wendorf from the BEC joined a March Kitchen Cabinet meeting to discuss engaging employers.</p> <p>The CPTP will join with IWP for their awards ceremony.</p>

Priority 2: Integration and comprehensive involvement of all partners, including the four core partners, business sector, secondary and postsecondary education, workforce labor, legislative, and local implementation partners.

Serves as link between the IWIB and LWIAs	Timeline	Deliverables	Progress Currently
Host quarterly meetings for all members	Ongoing	Meeting minutes	Quarterly Next meeting – June 24, 2021
Work groups continue coordination through leadership group, “Kitchen Cabinet,” and Workforce Advisory group	Ongoing	Professional development and updates on quarterly reports	<p>Currently the Leadership and Kitchen Cabinet groups are working.</p> <p>An additional workgroup – the Workforce Advisory group – is being established. Currently, local workforce representatives are being</p>



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CAREER PATHWAYS TARGETED POPULATIONS

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			<p>recommended for this group.</p> <p>A new workgroup is being established – “A Hire Calling: Re-entry Employment” workgroup. The group is planning a professional development opportunity focusing on re-entry employment in August.</p>
--	--	--	---

Our meeting schedule for the year is below. Our goal is to host quarterly meetings for all members that model local workforce and business efforts.

	<u>Sponsors</u>	<u>Sector</u>	<u>Targeted Population</u>
Winter January 28th	LWIA 7 Schaumburg	Manufacturing TMA – Patrick Osborne	Opportunity Youth/Justice Involved
Spring March 25th	LWIA 10 Joliet	TD & L National Tube Supply Kraig Kistinger	
Summer June 24th	LWIA 6 Aurora	Health Katie Bata, Executive Director Advocate Illinois Masonic Medical Center	
Fall September 30th	LWIA 14 Mt. Sterling	TD & L/AF & NR	
IWP Awards Event			



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CAREER PATHWAYS TARGETED POPULATIONS

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Work groups	Objectives
Continue coordination through <ol style="list-style-type: none"> 1. Leadership group 2. "Kitchen Cabinet" 3. Local Workforce Advisory Group 4. Committee members <ul style="list-style-type: none"> • Targeted Populations Sectors 	<ol style="list-style-type: none"> 1. Service Integration <ul style="list-style-type: none"> • Local, State, Federal • Employer Employee 2. Continuous Improvement <ul style="list-style-type: none"> • Model and build from fine work now being done by local workforces 3. Career Pathway Awareness <ul style="list-style-type: none"> • CareerOneStop – Federal • Illinois American Job Centers <ul style="list-style-type: none"> - Efforts that lead to greater awareness & utilization of American Job Centers • Business Engagement <ul style="list-style-type: none"> -Provide direction and workforce opportunity

Priority 3: Work with the Business Engagement Committee and Apprenticeship Committee to provide work-based experience to target populations and create business industry awareness of career pathway efforts

Identify areas of collaboration	March 2021	Work with Business Engagement Committee on the BEC following priorities: <ol style="list-style-type: none"> 1. Board Communication 2. Industry Partnerships 3. Messaging 4. Onboarding Process 5. Small Business 	Continue communication with the Business Engagement Committee and IWP to further develop coordinating efforts ongoing BEC Area of engagement: -Health
Highlight businesses that provide career pathway opportunities to target populations	June 2021	Links and resources for businesses of other businesses already providing career pathway opportunities to target populations	Working with Sherry Sparks & Todd Lowery to highlight business efforts by IDRS and IDES.



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			Working with Greg Martinez and Mark Lohman to identify businesses that offer re-entry employment opportunities.
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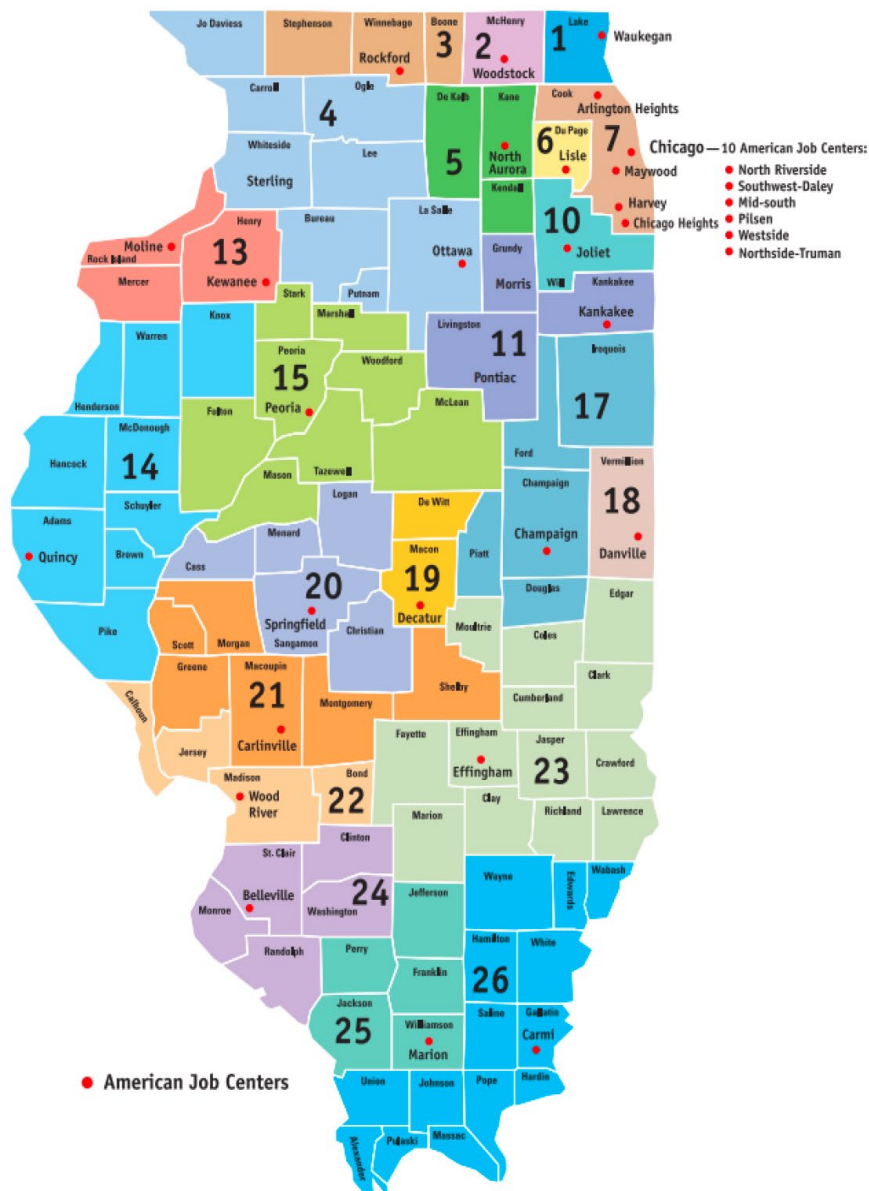
GetMyFuture

"Find a career that makes you happy
every morning you wake up."

- Lonnie, first generation college graduate. [See Lonnie's story.](#)

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CAREER PATHWAYS TARGETED POPULATIONS

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CareerOneStop

I want to...

Work for myself

Apply to college

Find job search help

Find a career I like



Finish high school



Get work experience



Write a resume



Get a job



Get training



GetMyFuture

"Find a career that makes you happy every morning you wake up."

- Lonnie, first generation college graduate. [See Lonnie's story.](#)



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CAREER PATHWAYS TARGETED POPULATIONS QUARTERLY REPORT JUNE 2021

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Workers with disabilities | CareerOneStop



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Find resources and information to support your successful employment.

Whether your disability is visible or not, a recent change or a long-term condition, your participation in the workforce is in demand.

Use the information and resources below to move your job search and career forward:

- [Defining disability and the ADA](#)
- [Gain skills](#)
- [Job search](#)
- [Interviews](#)
- [Disclosing a disability](#)
- [Job accommodations](#)
- [Vocational Rehabilitation](#)



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Can I help you find something?



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Defining disability and the ADA | CareerOneStop



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Understand the language, the law, and your rights as a person with a disability.

What is a disability?

Disability is not only diverse, it is part of the human experience and it affects all individuals at some point in their lives, either directly or through a family member or close friend. If you have, or think you have, a disability, it will be important to learn more about the law and your rights.



The Americans with Disabilities Act (ADA) and Amendments Act (ADAAA) provide a specific legal definition of disability:

- (A) a physical or mental condition that substantially limits one or more major life activities such as walking, talking, seeing, hearing, or learning;
- (B) a record of such an impairment, such as an illness that is in remission; or
- (C) being regarded as having such an impairment, even if it is not present.

What is disability discrimination?

Disability discrimination occurs when an employer treats a qualified individual with a disability unfavorably because she or he has a disability. Not everyone with a medical condition is protected by the law. In order to be protected, a person must be qualified for the job and have a disability as defined above.

More resources:

- List of [facts about the ADA](#).
- [ADA.gov](#) and [ADA National Network](#) offer information and technical assistance on the ADA.
- [Employment Rights, Who Has Them and Who Enforces Them](#) and [Frequently Asked Questions](#).
- [U.S. Equal Employment Opportunity Commission](#) (EEOC) enforces federal laws against discrimination toward job applicants and employees with a disability.
- [National Disability Rights Network](#) guards against abuse, advocates for basic rights, and ensures accountability for employment of people with disabilities. Find [services in your state](#).



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<https://www.careeronestop.org/ResourcesFor/WorkersWithDisabilities/defining-disability-and-the-ADA.aspx>

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Gain skills | Workers with Disabilities - CareerOneStop



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From volunteer work to college, explore options for developing skills for your career.

Preparing for your career can take a variety of forms. See which opportunities below might be the best fit.

Volunteering and internships help you gain work experience

Volunteering is unpaid work. You can gain skills like writing, childcare, teaching, coaching, mentoring, sales, phone answering, organizing materials, arts, and more. An internship is a short-term job that may be paid or unpaid, that gives students and other adults work experience. Both are good ways to develop your job skills, contacts, and confidence. Look for opportunities in your area, and in the resources below.



- [Contact your local action center](#) to find out about a wide range of volunteering opportunities in your area.
- [AmeriCorps](#) is a national service program for adults ages 18 and older. Some positions pay a small stipend, and all offer excellent work experience.
- [SeniorCorps](#) connects adults ages 55 and older with meaningful volunteer service opportunities in their area.
- [Emerging Leaders](#) places college and graduate students with disabilities in summer internships.

Apprenticeship combines hands-on work with training

Apprenticeships combine a full-time job with training, and prepare you to enter specialized fields. The Registered Apprenticeship Program is a way to enter about 1,000 different careers, including Automobile Mechanic, Construction Laborer, Electrician, and Pipefitter.

- Visit [Apprenticeship.gov](#) to search for apprenticeship opportunities throughout the United States.

College programs support long-term career goals

- Almost all colleges have an office of disability services where applicants or students will find tools, resources and support for their academic and social experience as a college student. Check your college's website for services.
- Find schools that participate in a [higher education network](#) through Getting Hired, a group that empowers individuals and veterans with disabilities.





CAREER PATHWAYS TARGETED POPULATIONS QUARTERLY REPORT JUNE 2021

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Gain skills | Workers with Disabilities - CareerOneStop

- For help deciding on a career and a college major, look at information on starting salaries and employer demand for different careers. Find details in our [labor market information](#) section, or at your local American Job Center.
- If you are getting ready to graduate, check out the [Workforce Recruitment Program for College Students with Disabilities](#) a free, nationwide program connecting college students and recent graduates with disabilities with employers, for both permanent and temporary positions.

College costs can be made affordable

- The [Guide to Student Financial Aid](#) from Disability.gov provides a detailed list of ideas and resources.



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Job seekers with disabilities have many job search resources.

Job search help is available to all job seekers at approximately 2,000 American Job Centers located throughout the U.S. Services include free access to job banks, computers, resume writing tools and printers, networking groups and workshops, and more. People who have a disability may be eligible for additional services from the [Vocational Rehabilitation](#) Program, a core partner at AJCs. [Learn more about American Job Centers.](#)



A Practical Approach to Looking for a Job as a Person with a Disability. The [Employer Assistance & Resource Network \(EARN\)](#) offers a list of organizations that provide assistance to job seekers with disabilities.

There are a number of job posting sites for job seekers with disabilities to explore, including:

- [USA Jobs Resource Center](#) lists federal jobs that are actively recruiting candidates with disabilities.
- [Disabled Person](#) is a job board for people with disabilities since 2002
- [AbilityJOBS](#) is a job board for people with disabilities since 1995
- [Getting Hired](#) is a social networking and job search site for people with disabilities
- [Recruit Disability](#) is a no-fee job board connecting job seekers, employment programs, and employers
- [Think Beyond the Label Jobs Board](#), job bank, blog and newsletter to support job seekers with disabilities to find meaningful work in their chosen field
- [Equal Opportunity Publications](#) is a career guidance and recruitment magazine for people with disabilities. Find articles, job postings, a list of companies now recruiting, and post your resume
- [Employer Assistance and Resource Network \(EARN\)](#) lists organizations that provide assistance to job seekers with disabilities

For details on all aspects of job search, view [CareerOneStop Job Search](#).

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Prepare for interviews by knowing how to handle questions related to your disability.

Are there questions an interviewer should not ask?

Under the Americans with Disabilities Act, an interviewer cannot ask about a disability or the nature or severity of a disability. An employer may ask questions about your ability to perform specific job functions and may ask you to describe or demonstrate how you would perform a specific function. They may also ask whether you can meet their attendance requirements.



How do I explain recent gaps in my work history because of my disability?

While there is not a perfect answer, this is an opportunity to talk about what you have been doing, and how it may relate to the position. Have you volunteered, overcome a hardship, provided care for children or a parent, gone to school? If you disclose your disability to answer this question, focus on how you have dealt with challenges in a positive manner, are ready to move forward and are able to do the job.

Can an employer require a medical examination?

An employer cannot require you to take a medical examination before you are offered a job. Once an offer is made, they can require that you pass a medical examination, if all entering employees for the job category have to take it.

What if the interviewer asks an illegal question?

You do not have to answer it. However, how you handle it may affect the impression you make. Rather than confronting the interviewer directly, you can explain that you are not comfortable answering the question, or ask for the underlying reason for the question and address that. For example, "I understand you may be concerned about my low vision, but I am able to read screens using a device, and am able to participate fully in all activities of the job." Recognize that an interviewer may make mistakes, but this does not necessarily have anything to do with your being hired.

For more details on interviewing, visit CareerOneStop's [Interviewing and Negotiate](#).

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Disclosing a disability | CareerOneStop



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A conversation with an employer about your disability involves several decisions.

Disclosing a disability requires thought and planning. Many individuals with disabilities feel uncertain about disclosure. Ultimately, the job candidate must decide the time, place, and degree of information to share with others.

Are you required to tell an employer about your disability?

No. Disclosure of a disability is not required. Job candidates should be aware that once disclosure of a disability or an accommodation request is made, employers may ask the employee about the limitations related to the job and are permitted to make medical inquiries.



When is the best time to disclose a disability?

If you have a visible disability, you may want to anticipate the concerns of the employer. Consider taking charge during the first interview to talk about your disability and how you would handle any impact on the job. You may want to describe any accommodation you use, how it helps your performance, or demonstrate how you would perform difficult functions.

Many experts suggest disclosing before a job offer in order to communicate self-confidence and refocus the employer's attention on your ability to do the job. Some people with non-visible disabilities may choose not to disclose their disability at all.

What should I say?

Share examples of the strategies you use to do your work. For example a candidate with low vision might say: "In my previous work, I was responsible for maintaining our inventory. I created a labeling system with a good color contrast that I could see easily. It turns out that this was a benefit for others as well."

Let the interviewer know that you would be glad to answer any questions they might have about how you would do your work and the accommodations you use. Being open and direct about your disability will help put the interviewer at ease, which is a critical factor in whether you receive a call for a second interview.

Get more ideas on [disclosing a disability](#) from the Job Accommodation Network, or see the [workbook on disclosure](#), developed by TransCen, Inc. for the National Collaborative on Workforce and Disability for Youth. It was written for youth but an excellent resource for all ages.



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<https://www.careeronestop.org/ResourcesForWorkersWithDisabilities/disclosing-a-disability.aspx>

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Job accommodations | Workers With a Disability | CareerOneStop



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Technology and job accommodations bring many jobs within reach.

Sometimes, specialized equipment can make a job easier to do. Other times a change in how a job is done may be a good idea. The employee or job applicant is responsible for requesting reasonable job accommodations for a disability, but usually the employer and individual collaborate to choose the best option.



What are reasonable accommodations?

Reasonable accommodations are adjustments that allow people with disabilities to perform the essential functions of a job. They vary based on the type of job and a person's unique needs.

Examples include:

Restructure the job. Involves changing when or how tasks are performed.

Modify work schedules. This may allow an employee with a disability to handle medical appointments or medication schedules, get needed rest, etc.

Acquire or modify existing equipment or devices. For example adjusting a desk height for wheelchair access, or providing an employee a mouth stick device to type on their computer.

Provide assistive technology or devices. Examples include computer screen readers for employees with visual impairments, or a telephone compatible with an employee's hearing aid.

Adjust or modify tests and training materials. Includes providing materials in alternate formats, such as braille, CD or large print.

How can I find out if my employer is obligated to accommodate my disability?

The ADA and other laws have requirements for reasonable workplace accommodations for people with disabilities. Check out the [Job Accommodation Network](#) (JAN) for information on job accommodations and help understanding your rights and responsibilities.

Learn more about job accommodations:

- [Accommodation information A to Z](#) is a directory of information on impairments, accommodation ideas and organizations you can contact
- The [Job Accommodation Network](#) (JAN) offers free, expert, and confidential guidance on workplace accommodations and disability employment issues



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<https://www.careeronestop.org/ResourcesForWorkersWithDisabilities/job-accommodations.aspx>

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Job accommodations | Workers With a Disability | CareerOneStop

- [Searchable Online Accommodation Resource](#) (SOAR) offers various accommodation options for people with disabilities in work and educational settings
- Learn more about [accessible workplace technology](#)



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Vocational rehabilitation | Workers with a Disability | CareerOneStop



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Wonder if you are eligible for extra help with employment and training goals?

If you have a disability that makes employment hard for you, you may be eligible for services to help you prepare for, obtain, and maintain a job. Vocational Rehabilitation (VR) is a U.S. Department of Education funded program that provides these services in every state, territory, and many Indian Nations. Vocational Rehabilitation serves all disability groups, but some states have a separate program called State Services for the Blind that provides specialized services for individuals with legal blindness.

Who is eligible?

To qualify for VR services, an individual must:

1. Have a physical or mental impairment that presents a substantial barrier to employment; and be able to benefit from VR services to achieve employment.
2. Need VR services to prepare for a job, or to get, keep, or regain a job.

People who receive Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI) benefits are considered eligible for VR, unless they are too disabled to benefit.

What services are available from Vocational Rehabilitation?

Vocational Rehabilitation is an individualized employment program. Participants may receive diagnosis, an individualized rehabilitation program, counseling and guidance, training, job placement, and services to support job retention. Many applicants are referred by schools, hospitals, welfare agencies, and other organizations, but you may apply directly for service.

How do I apply for services?

Contact your local office for the specific process to apply. You will be asked to submit a written application, and given instructions there. Eligibility decisions are made within 60 days of application.

Find your nearest local office by either contacting your [state's vocational rehabilitation office](#), or through the [American Job Center](#) network, where many Vocational Rehabilitation staff are located.

What other disability employment programs are available?

- The [Ticket to Work Program](#) (TTW) helps people who receive Social Security due to a disability find work and keep their health coverage.
- If you are a veteran with a disability, check out [Veterans ReEmployment](#) for help with employment, training, and financial assistance.





CAREER PATHWAYS TARGETED POPULATIONS QUARTERLY REPORT JUNE 2021

J21

Vocational rehabilitation | Workers with a Disability | CareerOneStop

- Independent Living Centers (ILCs) provide job coaching, training, and information on disability in the workplace to help people with disabilities maintain their independence. [Find your nearest ILC.](#)

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U.S. Department of Labor



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2/15/2021

Massie & Quick LLC Mail - Service Integration w IDRS



Mike Massie <mike@massielaw.net>

Service Integration w IDRS

Susan Flessner <SFlessner@willcountyillinois.com>
To: Mike Massie <mike@massielaw.net>

Mon, Feb 15, 2021 at 10:02 AM

Hi, Mike -

Our great working relationship with DRS is the result of the local office administrator, Damien McDonald - he totally believes in what we do at the Workforce Center of Will County and has been an active and supportive partner since day one - Damien has assigned staff to the Center on a regular basis (pre Covid) and his staff participate in our Center staff meetings - DRS staff have also worked with us to ensure our job search workshops are closed captioned on Facebook Live to make them accessible to hearing impaired customers, as well as maintaining a referral system via Skype.

I have no doubt we will begin serving mutual customers once again as our world moves back to a little more of a normal state - it's been such a pleasure working with someone who wants to do everything possible to offer quality services to our customers and shares our passion for serving people - Damien personifies everything good about DRS!

Hope that helps - good luck with your call!

Susan

Sent from my iPhone

On Feb 14, 2021, at 2:42 PM, Mike Massie <mike@massielaw.net> wrote:

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

I have a call with IDRS staff on Tuesday. As I recall you indicated that things are working well with IDRS at 10. Your thoughts?

Michael E. Massie
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