



AB1111 AND STEPS

AB1111: Addressing Barriers to Employment

The most important thing people did for me was to expose me to new things.

-Temple Grandin



AB1111: Background

In October 2017, the California Legislature approved Assembly Bill (AB) 1111, Removing Barriers to Employment Act (Chapter 824, Statutes 2017), which established the Breaking Barriers to Employment Initiative.

The purpose of the initiative is to create a grant program that provides individuals with barriers to employment the services they need to enter, participate in, and complete boarder workforce preparation, training, and education programs aligned with regional labor market need.

In July 2018, the California Legislature approved Senate Bill (SB) 856 (Budget and Fiscal Review, Chapter 30, Statutes 2018), which appropriated \$15,000,000 in state general funds to implement the Removing Barriers to Employment Act.



AB1111: Background

- The Orange County Workforce Development Board decided to focus on the target population of people with disabilities for the grant funding in the local area and partnered with Goodwill of Orange County to assist in providing services.
- The goal of our local project is to provide Vocational Preparation and Social Adjustment services and Soft Skills Development to people with disabilities while connecting them to WIOA funded services through local one stop centers to help to improve employment, career development, and job retention outcomes for people with disabilities within local in-demand industries.



AB1111: VPSA Services

- Vocational Preparation and Social Adjustment Services or VPSA provide training to adults with a range of disabilities to help develop functional skills to improve employment outcomes. Staff assess and help to identify each participant's individual barriers to employment whether behavioral or structural and then provides individualized one on one trainings to address and help eliminate the barriers that have been identified.
- Training is individualized to meet the participant's specific needs.

AB1111: VPSA Services

Training Topics Include:

- Hygiene and Grooming
- Interpersonal Skills and Appropriate Workplace Interaction
- Stress and Anger Management
- Job Search Skills
- Interviewing
- Transportation
- Social Security Benefits planning
- Accommodation Planning
- Financial Literacy



AB1111: Soft Skills Development

- Soft Skills are non-technical skills that impact an individual's performance in the workplace and enable someone to interact effectively and harmoniously with other people.
- Soft skills are essential to obtaining, retaining, and growing in community integrated employment.
- In addition to Individualized VPSA trainings and services, Soft skills development classes will be available to participants both through Goodwill of Orange County and through the One-Stop Centers.



AB1111: Soft Skills Development

Soft Skills Training Topics Include:

- Self-Awareness
- Self-Advocacy
- Self-Presentation
- Communication Skills
- Time Management
- Adaptability
- Collaboration



AB1111: Paid Work Experience

- Paid Work Experience may be offered to individuals participating in AB1111
- This paid work experience will allow participants to apply lessons learned through VPSA Services and soft skills development within a work environment.
- Work experience will be offered concurrently with other services and mentoring/ Job Coaching will be provided to help participants navigate the work environment with tools that they have learned through the process of participating in the program.



AB1111: WIOA Services

- WIOA stands for the Workforce Innovation and Opportunity Act which is designed to help job seekers access employment, education, training, and support services to succeed in the labor market. WIOA training funds are designed to serve dislocated workers, adults, and youth who are in need of training to enter or re-enter the labor market.
- Many participants enrolled into AB1111 will also be co-enrolled to receive services under WIOA.



AB1111: WIOA Services

WIOA Services Include:

- Development of an Individualized Employment Plan
- Specialized Assessments
- Counseling
- Job Search Assistance
- Work Experience
- Occupational Skills Training
- Supportive Services
- Follow-up Services

America's **JobCenter**
*of California*SM

 Orange County
One-Stop Center



If you or someone you know is interested in the AB1111 program please contact us at:

addressingbarriers@ocgoodwill.org

714.547.6308 ext. 3615

Visit www.oconestop.com to learn more.



STEPS

You can do anything
if you set goals. You
just have to push
yourself.

-RJ Mitte



STEPS Background and Introduction:

- STEPS is a statewide program to provide paid work experience in addition to employment preparation and soft skills development instruction to Students with Disabilities.
- This program is in collaboration with the California Department of Rehabilitation and administered through local Workforce Development Boards.
- The Orange County Workforce Development Board has collaborated with Goodwill of Orange County to provide services.



STEPS Eligibility:

The Target population for STEPS is:

- Youth with a documented disability ages 16-21.
- Youth must be attending school in order to participate.
- Students with Disabilities will be referred to the Department of Rehabilitation for services if they are not already participating.
- Students will also be co-enrolled into WIOA services



STEPS Instruction:

- One component of the STEPS program is that students will receive 40 hours of instruction on employment preparation and Soft Skills Development.
- This will include topics such as:
 - Interviewing skills
 - Resume Development
 - Career Exploration
 - Job Search Techniques
 - Communications Skills
 - Time Management



STEPS Instruction:

- Instruction will be provided concurrently with the student work experience.
- At this time instruction will take place remotely using video platforms such as ZOOM.
- Instruction will be provided in small group and One on One Settings.
- Instruction will be provided based upon Student availability with their school and work experience Schedules and will be available in the evenings and weekends as necessary.



STEPS Paid Work Experience:

- Students will be provided with 200 hours of paid work experience at community employer worksites, generally over a 3 month period.
- Worksites will be determined based upon the students' location, career goals, and abilities.
- Job Coaching services are available to students who may require additional support in the work environment.
- Wages will be minimum wage or higher.



STEPS WIOA Services:

Students participating in STEPS will be co-enrolled into WIOA services including:

- Financial Literacy
- Leadership Development Opportunities
- Occupational Skills Training
- Job Placement assistance
- Twelve months of follow-up/ retention services



If you or someone you know is interested in the STEPS program please contact us at:

STEPS@ocgoodwill.org

714.547.6308 ext. 3614

Visit www.oconestop.com/young-adults to learn more.



Q&A

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