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### National & International Disability Inclusion in Employment

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# National & International Disability Inclusion in Employment

Institute for Community Inclusion

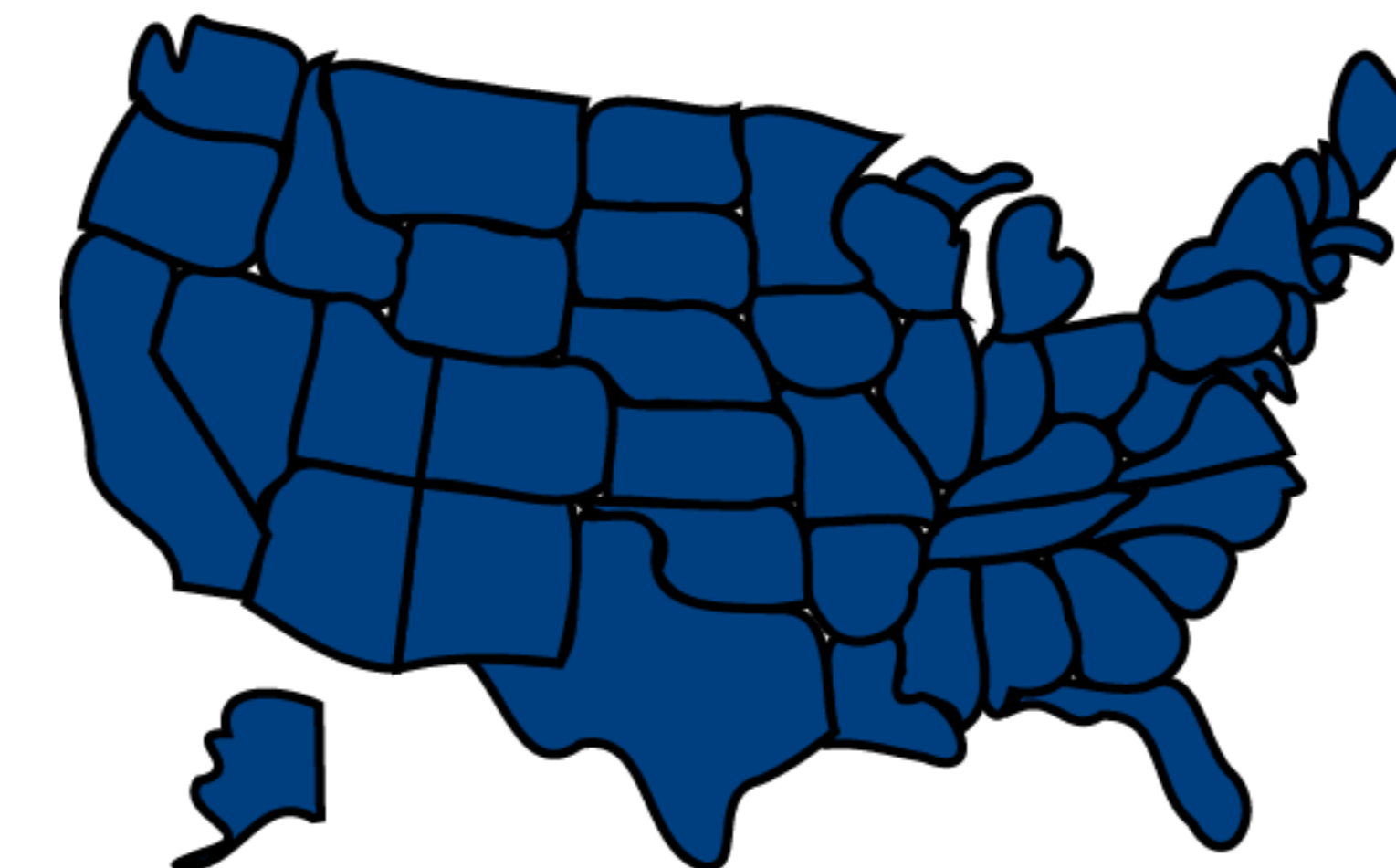
Through research, technical assistance, training and collaboration the Institute for Community Inclusion strives to improve employment outcomes for individuals both nationally and internationally. The following highlights some of the work currently in progress in the United States and Japan.

## Japan



Click on the map above to explore the work currently in progress with partners in Japan.

## United States



Click on the map above to explore work currently in progress with partners across the United States.





### Background

The Institute for Community Inclusion (ICI) is involved in three collaborations in Japan related to disability inclusion. Through an onsite ICI staff member based in Tokyo, we have been expanding our networks and sharing knowledge about how inclusion can look in Japan and in the US.



Trends

Goals

Data

Conclusions

Projects

Contact

Partners

References



## Partners Located in Tokyo, Japan

- Japanese Ministry of Health, Labour, and Welfare, National Institute of Vocational Rehabilitation (NIVR)



- Duskin Ainowa Foundation



- Nippon Foundation



*NIVR Research Collaboration Poster*



## Projects

The [Duskin Disability Leadership Program](#), which brings young Japanese people with disabilities to Boston to learn self-advocacy skills and to study disability inclusion in a cross-cultural context, run by the ICI and the Duskin Ainowa Foundation.

ICI researchers worked with researchers from the Japanese Ministry of Health, Labour and Welfare, National Institute of Vocational Rehabilitation (NIVR) on a project about changing job functions of vocational rehabilitation (VR) counselors, and implications for VR competencies, education, training, and technical assistance.


A series of panel discussions about disability inclusion in higher education in Japan and the US, run by the ICI and The Nippon Foundation.



*Pre-Training Event with Duskin Trainees*



## Data




Japan

Disability anti-discrimination legislation mandates reasonable accommodations for qualified people with disabilities

Disability is defined as a “physical or mental impairment that substantially limits major life activities”.

Uses a mandatory disability employment quota.

Operates parallel public employment service (PES) and VR systems.



United States

Disability anti-discrimination legislation mandates reasonable accommodations for qualified people with disabilities.

Disability is defined as a “physical or mental impairment that substantially limits major life activities”.

Does not use a mandatory disability employment quota.

Operates parallel public employment service (PES) and VR systems.

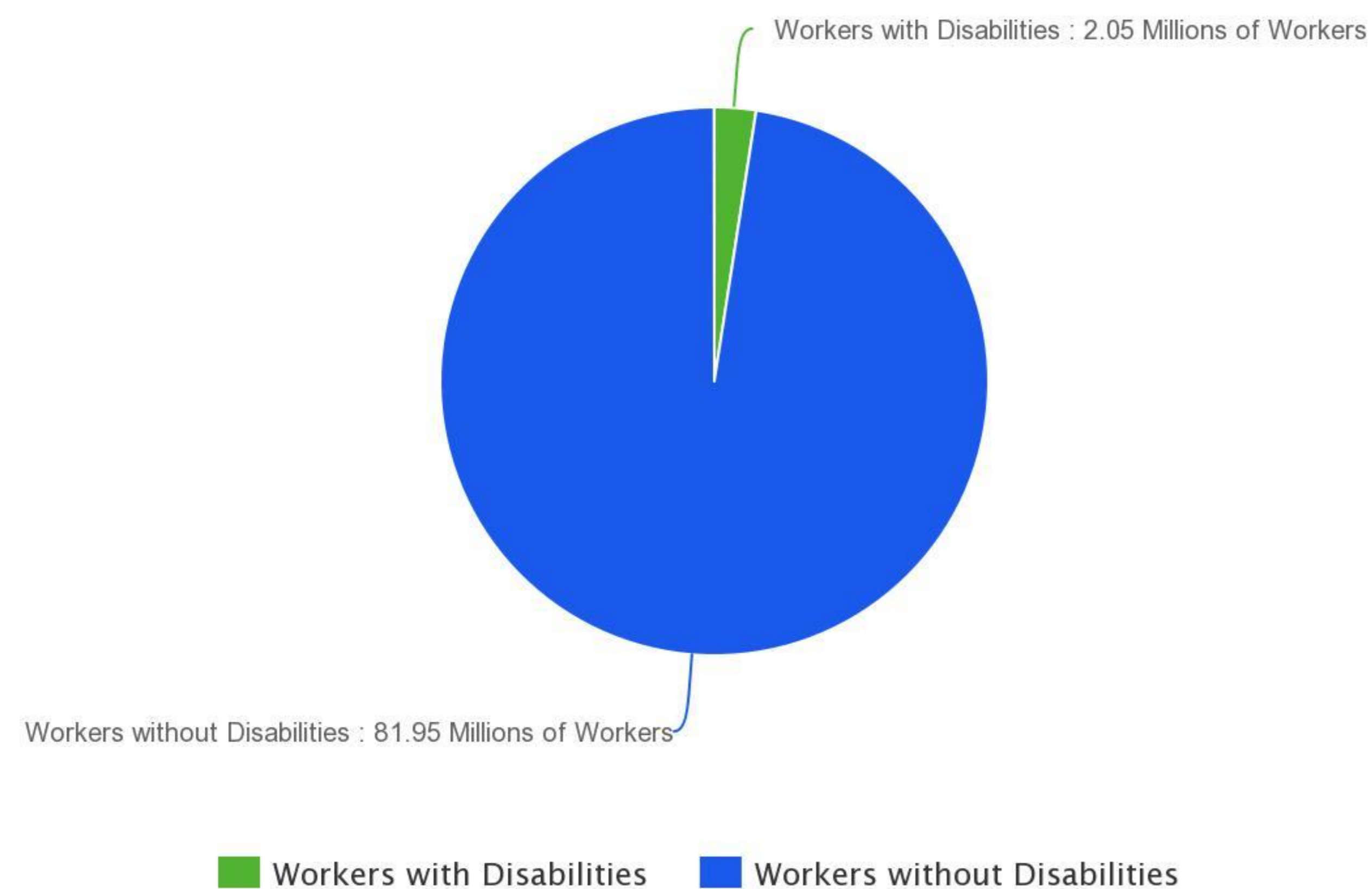




## Trends

### Japan

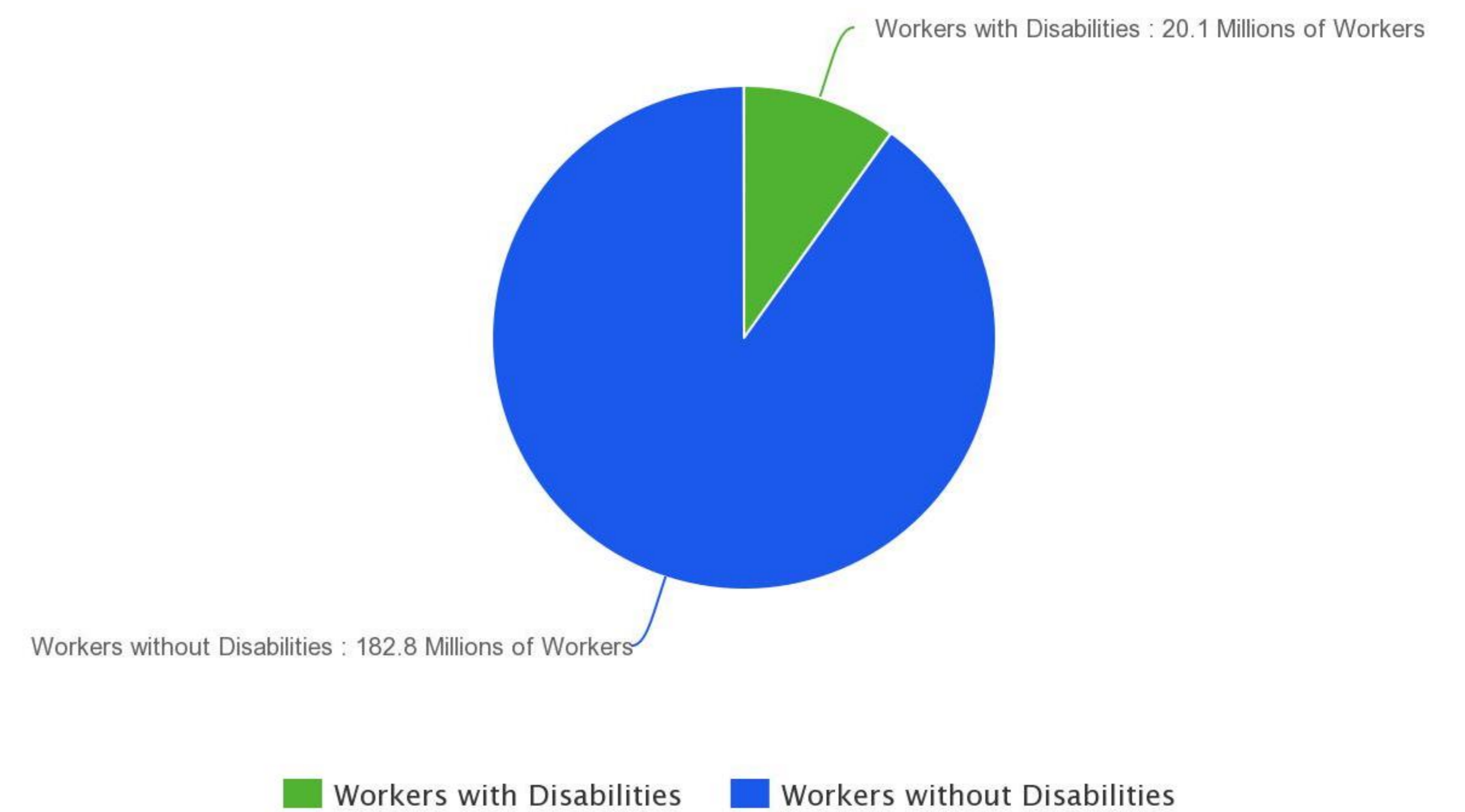
Disability Employment Rate for People with Disabilities



Total Japanese Workforce (15-64yrs): 84 Million

### United States

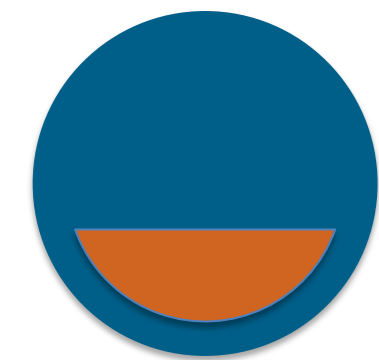
Disability Employment Rate for People with Disabilities



Total US Workforce (16-64yrs): 202.9 Million



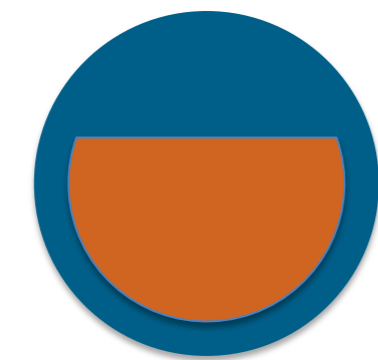
## Goals



### Future Work

Create an infrastructure to support and sustain international efforts

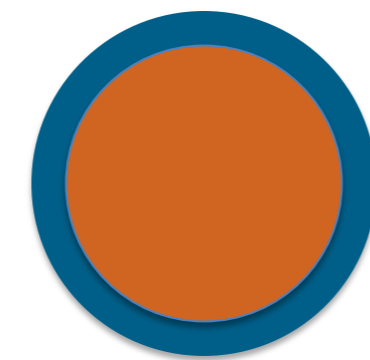
Promote ICI/SGISD knowledge, expertise, programs & services abroad



### Leadership Training

Cultivate a cohort of leaders who will engage in advocacy, policy, and service provision within the Japanese disability community

Leverage the Duskin programs to have disability leadership impact across Asia



### Coming Strategies

Pilot strategies/models for establishing cross-national research partnerships and collaboration (e.g. “embedded researcher”)

Create an infrastructure to support and sustain these international efforts

Promote ICI/SGISD knowledge, expertise, programs & services abroad





## Conclusions

There are many opportunities for student, faculty, and staff engagement & growth.

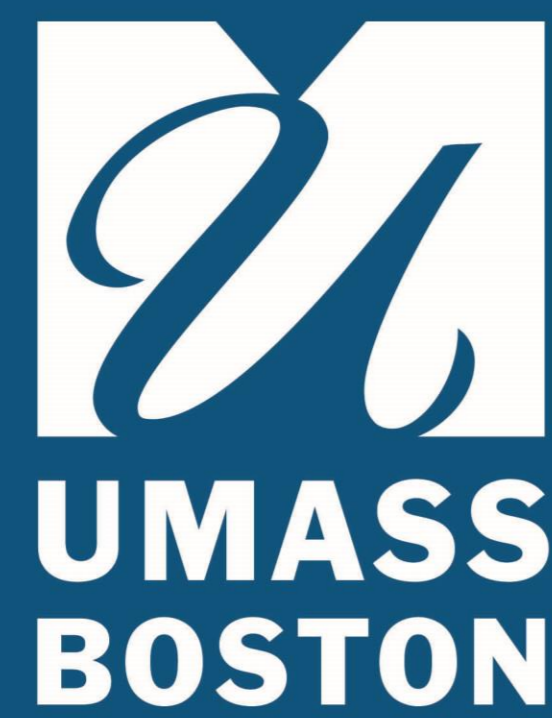
International collaboration is a valuable platform for shared learning, exchange, research, program development etc.

What works in one country may not work in other countries, but the collective knowledge & experiences are a resource.

Cultural appropriateness is key to everything.







# National & International Disability Inclusion in Employment

Institute for Community Inclusion

## Contact

### Contact Information

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[www.communityinclusion.org](http://www.communityinclusion.org)

[www.umb.edu](http://www.umb.edu)

[www.duskinboston.org](http://www.duskinboston.org)





## References

### Research & Work in Japan by Dr. Heike Boeltzig-Brown:

- Ethnographic research on disability in Japan
- Researcher at Center for Comparative Research in Social Welfare, Stirling University, Scotland
- Lead researcher in a 14-country EU-funded study on disability definitions & policy implications
- US-UK disability, employment & technology studies funded by IBM
- Working remotely from Tokyo since 2012
- Attending national VR conferences & events: both academic and practitioner focused
- Conference presentations in Japanese
- Co-authoring/presenting papers with Japanese researchers
- Publishing in top Japanese VR journals & venues
- Collaboration on grant proposals

Return to Japan Home Screen



Return to Main Screen

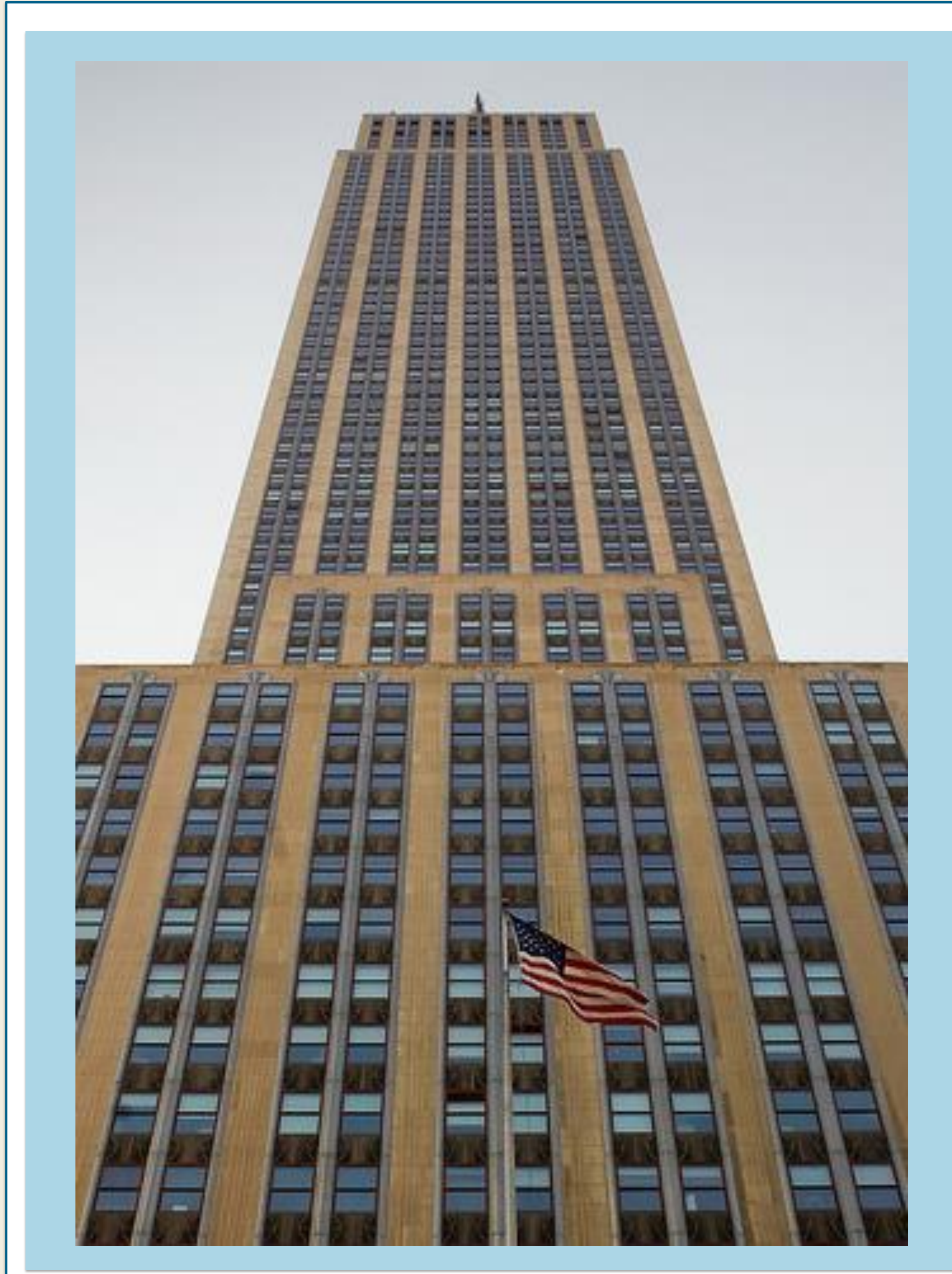






**Background**

The Job-Driven Vocational Rehabilitation Technical Assistance Center (Job-Driven VRTAC) strives to identify, adapt, embed, and sustain job-driven practices that lead to improved employment outcomes for people with disabilities.



<b>Overview</b>	<b>Technical Assistance</b>
<b>Labor Market Information</b>	<b>Goal</b>
<b>Success Stories</b>	<b>Activities</b>
<b>Partners</b>	<b>Resources</b>





# National & International Disability Inclusion in Employment

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## Overview

This project focuses on job-driven practices that lead to *improved employment outcomes* for people with disabilities.

Our center builds capacity of VR system through universal, targeted, and intensive TA.

Outcomes and strategies will *develop a knowledge base* on four topic areas: labor market information, services to employers, building & maintaining employer relations, and services to training providers.

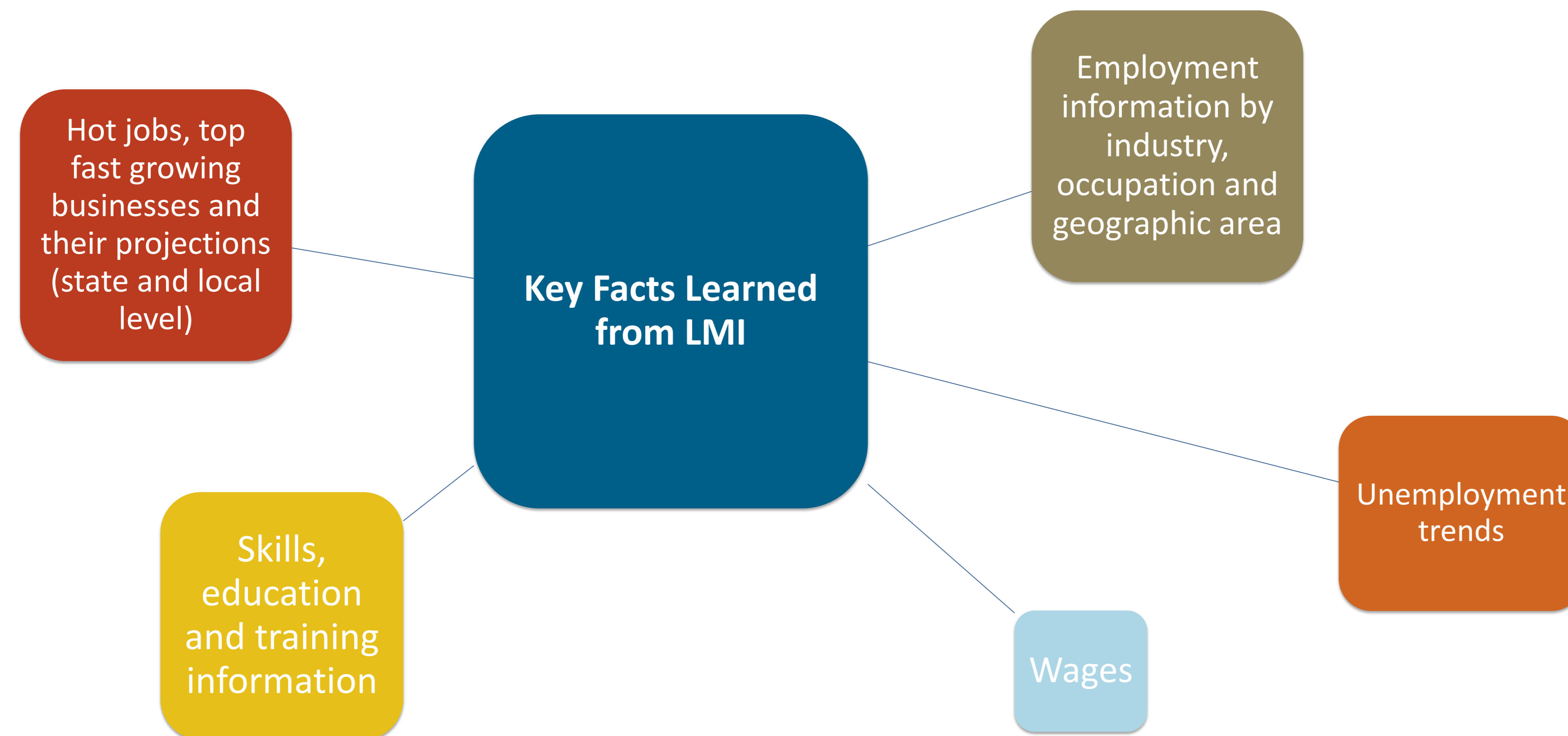


Learn more about the  
Job-Driven Vocational  
Rehabilitation  
Technical Assistance  
Center  
(Job-Driven VRTAC)



## Labor Market Information (LMI)

LMI provides the big picture of labor market trends at the national, state and local levels and also provides a future outlook projection.



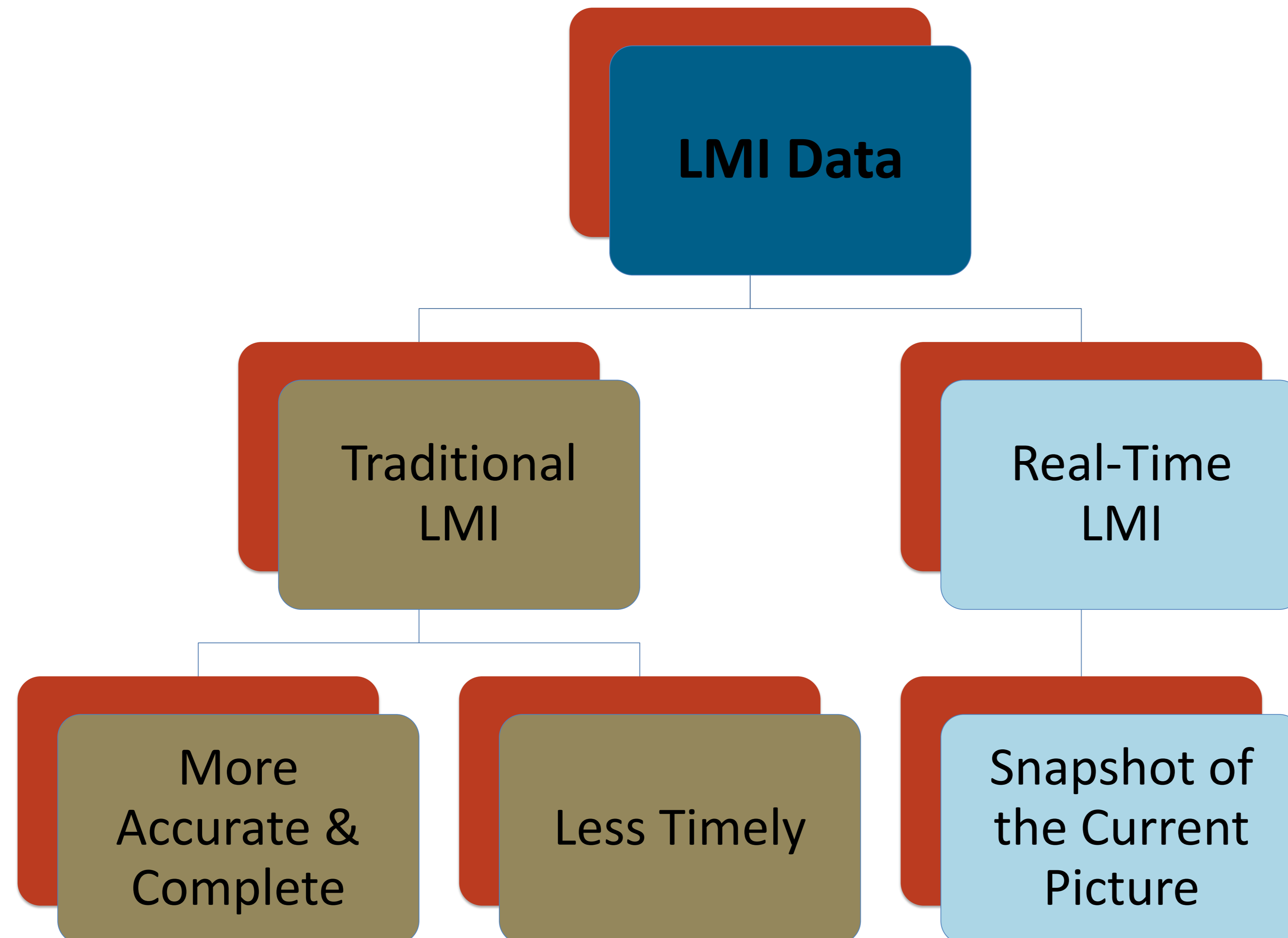
Vocational Rehabilitation professionals use this information to help jobseekers with disabilities make informed career choices.

Learn more about  
the Labor Market  
Information



## Labor Market Information (LMI)

There are two kinds of LMI: Traditional & Real-Time



Job-Driven Vocational Rehabilitation Technical Assistance Center  
A project of  
**Explore VR**  
at the Institute for Community Inclusion, UMass Boston

Learn more about  
the Labor Market  
Information





# National & International Disability Inclusion in Employment

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## The Value Labor Market Information (LMI)

“Big picture” and descriptions of jobs

Facilitate job matching

Occupational data

Build job-relevant skills

Local and regional job market

Personalize vocational rehabilitation counseling

Job-Driven Vocational Rehabilitation Technical Assistance Center  
A project of  
**Explore VR**  
at the Institute for Community Inclusion, UMass Boston





## Success Stories

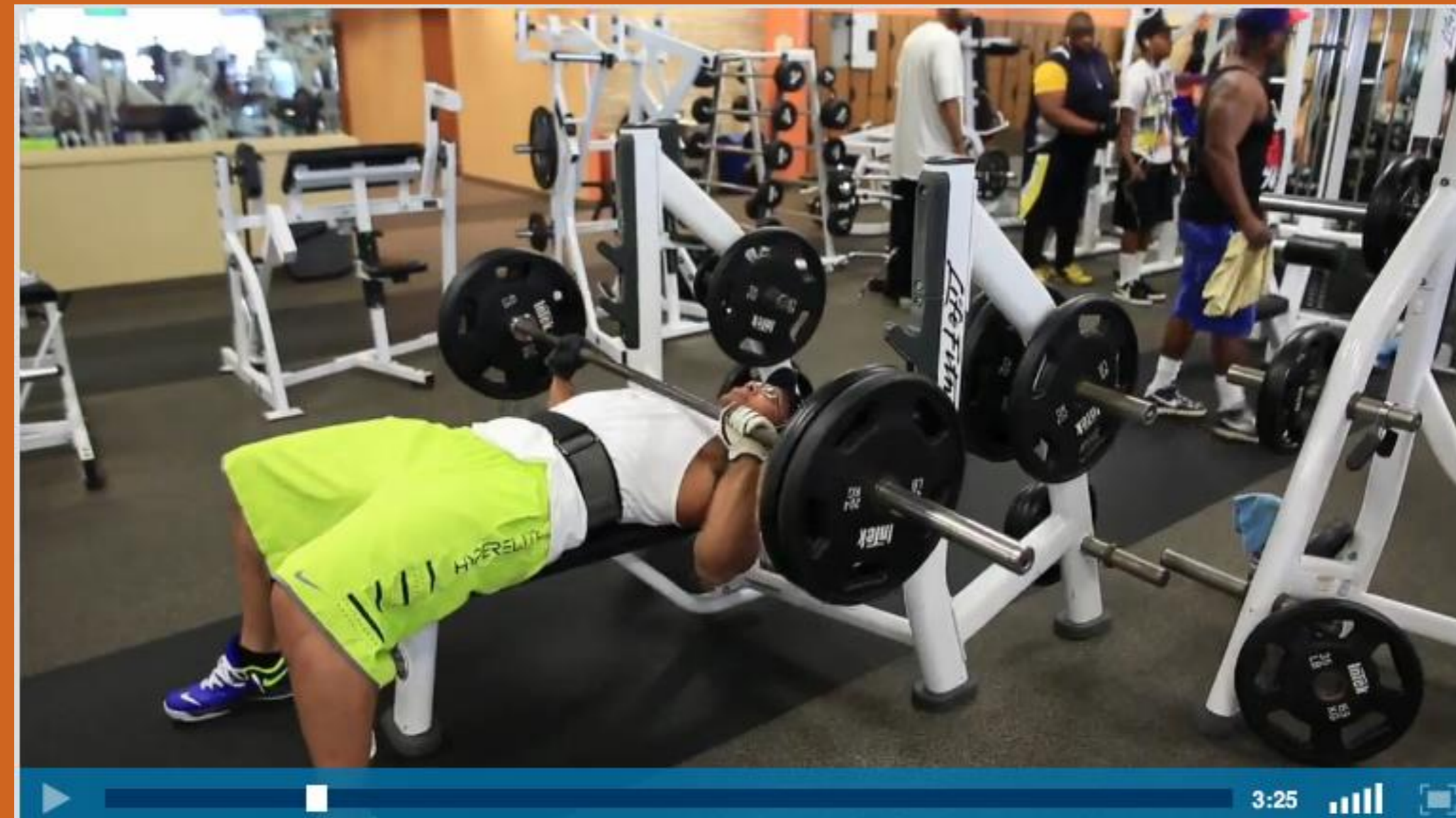
### Joyce

Watch this video to learn more about Joyce's success as a home health aide.



### Tony

See Tony's success as a certified personal trainer in this video.



Job-Driven Vocational Rehabilitation Technical Assistance Center  
A project of  
**Explore VR**  
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Learn more about the  
Job-Driven Vocational  
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Technical Assistance  
Center  
(Job-Driven VRTAC)



## Partners



This project is a cooperative agreement with the Rehabilitation Services Administration.

We have six major partners on the Job-Driven VRTAC:

1. [Association of University Centers on Disability](#)
2. [University of Arkansas CURRENTS](#)
3. [Powers Pyles Sutter and Verville, PC](#)
4. [U.S. Business Leadership Network](#)
5. [Jobs for the Future](#)
6. [University of Washington](#)





## Types of Technical Assistance



Intensive

Targeted

General





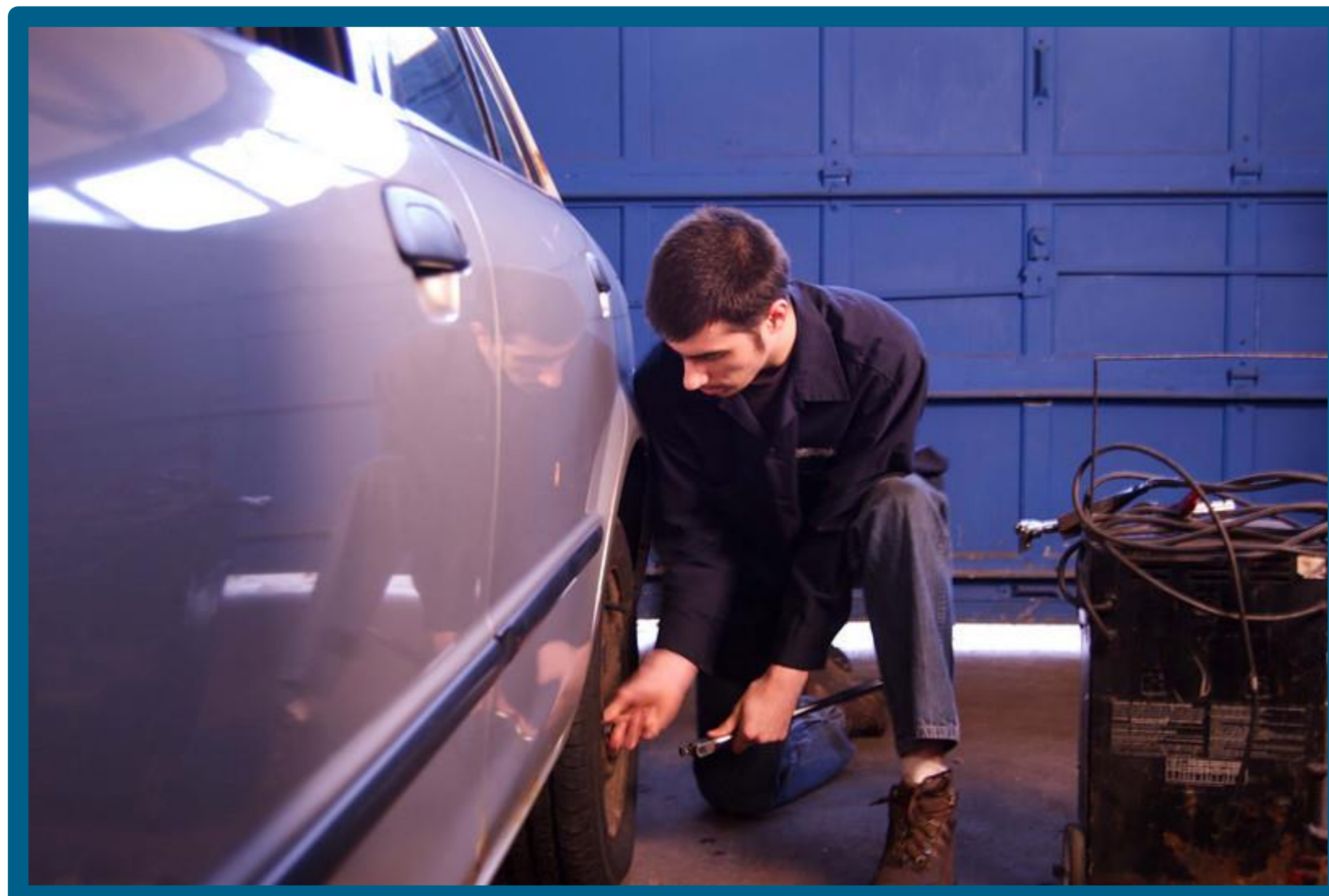


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## Goal

Using and building upon promising and emerging job-driven strategies to build the capacity of the VR system and improve employment outcomes for people with disabilities.



Learn more about the  
Job-Driven Vocational  
Rehabilitation  
Technical Assistance  
Center  
(Job-Driven VRTAC)



## Activities

The JDVRTAC Center builds capacity of the VR system to:

Maintain employer relations.

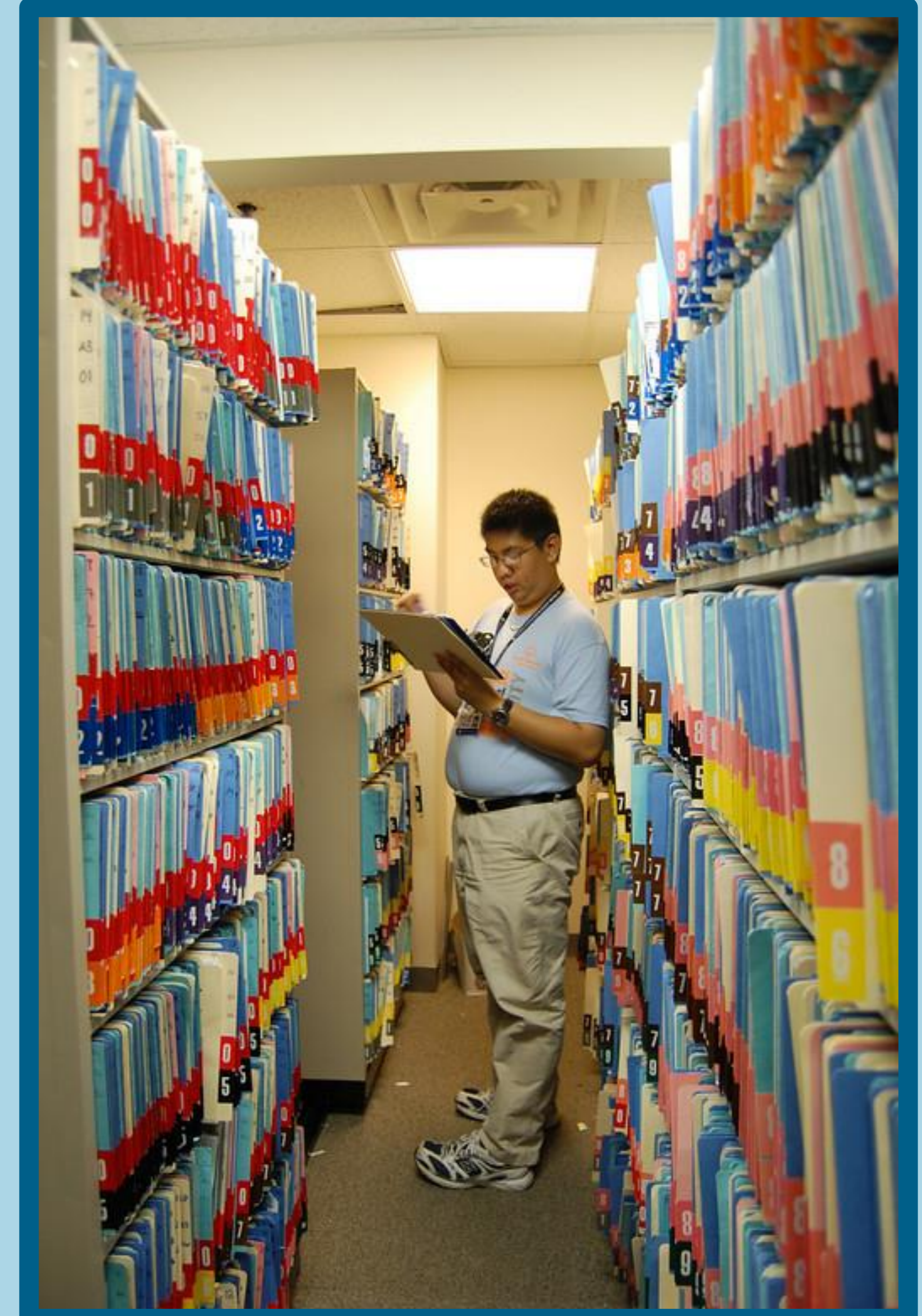
Focus on what services can be offered to employers.

Offer services that can be provided to training providers.

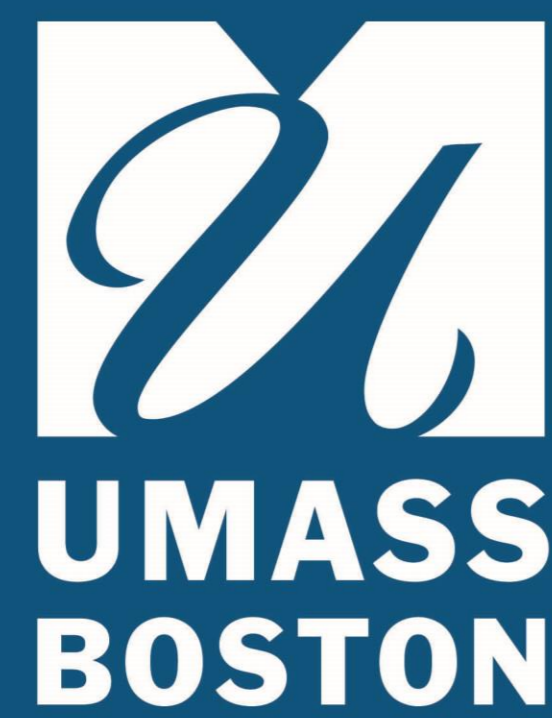
Support businesses in finding and retaining productive workers.

Implement VR-specific sustainable models of job-driven practices.

Improve and expand job-driven employment practices for consumers.







# National & International Disability Inclusion in Employment

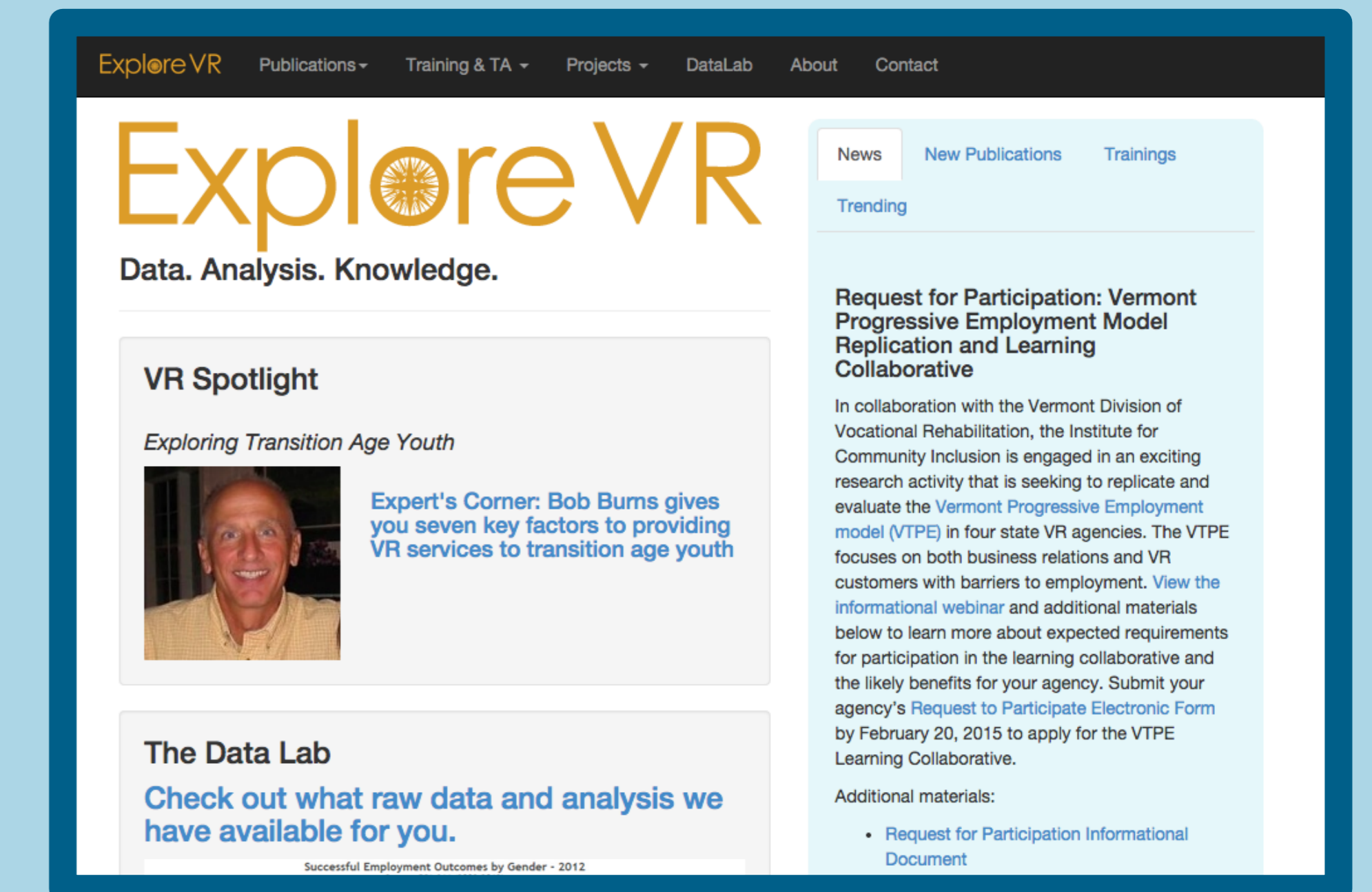
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## Resources



ExploreVR is a web application providing state vocational rehabilitation (VR) agencies easy and convenient **access to a range of VR and related data for planning, evaluation, and decision-making.**

Overall, this data-sharing effort seeks **to increase knowledge about the public VR program** and its role within the larger employment and disability service system within and across states and territories.



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