National & International Disability Inclusion in Employment

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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.

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

Click on the map above to explore work currently in progress with partners across the United States.
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.
Partners Located in Tokyo, Japan

- Japanese Ministry of Health, Labour, and Welfare, National Institute of Vocational Rehabilitation (NIVR)
- Duskin Ainowa Foundation
- Nippon Foundation
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.
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.

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Trends

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**Japan**

*Disability Employment Rate for People with Disabilities*

- Workers with Disabilities: 2.05 Millions of Workers
- Workers without Disabilities: 81.95 Millions of Workers

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

**United States**

*Disability Employment Rate for People with Disabilities*

- Workers with Disabilities: 20.1 Millions of Workers
- Workers without Disabilities: 152.9 Millions of Workers

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.

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

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

Cultural appropriateness is key to everything.
Contact Information

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

- **Traditional LMI**
  - More Accurate & Complete

- **Real-Time LMI**
  - Less Timely
  - Snapshot of the Current Picture

Learn more about the Labor Market Information
The Value Labor Market Information (LMI)

- “Big picture” and descriptions of jobs
- Occupational data
- Local and regional job market
- Facilitate job matching
- Build job-relevant skills
- Personalize vocational rehabilitation counseling
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.

Learn more about the Job-Driven Vocational Rehabilitation Technical Assistance Center (Job-Driven VRTAC)
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
5. Jobs for the Future
6. University of Washington

This project is a cooperative agreement with the Rehabilitation Services Administration.
Types of Technical Assistance

- Intensive
- Targeted
- General
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.
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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.
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.

For More Information Contact:
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