



# New York **Makes Work Pay**

Developing a path to employment for New Yorkers with disabilities



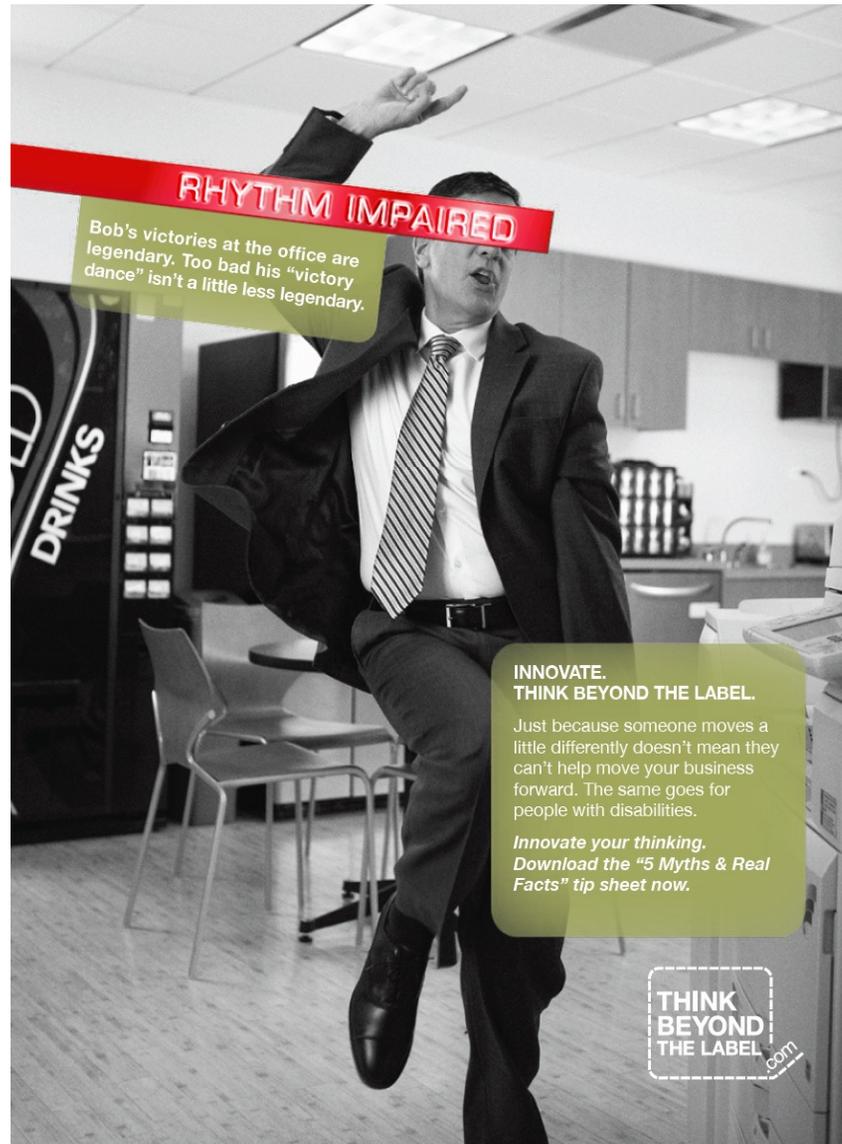
THINK BEYOND THE LABEL



**A Collaboration of Medicaid Infrastructure  
Grants**



wirestone

A black and white photograph of a man in a dark suit, white shirt, and striped tie, performing a victory dance in an office. He is leaning back with one leg raised and arms outstretched. The office background includes a coffee machine, a printer, and a chair. A red banner is overlaid on the image with the text 'RHYTHM IMPAIRED'. A yellow callout box contains text about Bob's 'victory dance'. Another yellow callout box contains the text 'INNOVATE. THINK BEYOND THE LABEL.' followed by a paragraph and a call to action. A logo for 'THINK BEYOND THE LABEL .COM' is in the bottom right corner.

**RHYTHM IMPAIRED**

Bob's victories at the office are legendary. Too bad his "victory dance" isn't a little less legendary.

**INNOVATE.  
THINK BEYOND THE LABEL.**

Just because someone moves a little differently doesn't mean they can't help move your business forward. The same goes for people with disabilities.

*Innovate your thinking. Download the "5 Myths & Real Facts" tip sheet now.*

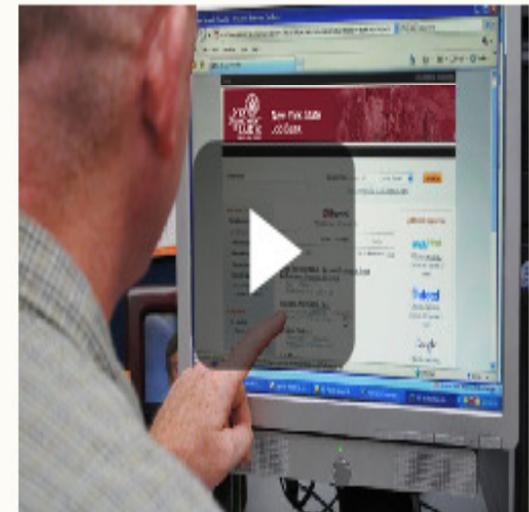
**THINK  
BEYOND  
THE LABEL**  
.COM

## Department of Labor Launches New Job Search Site: Over 84,000+ Jobs Available

*Labor Department Encourages Job Seekers to Find Their Next Job on the New Site And Urges Employers to List Job Openings*

**Albany, NY (August 10, 2010)** - To make it easier for job seekers to search for careers, the New York State Department of Labor has launched the New York State Job Bank web site: <http://www.labor.ny.gov/jobs/>. There are 84,217 jobs posted on the new site and it continues to grow.

The site offers free services for both job seekers and businesses to speed hiring. Job seekers can post resumes and scan job openings, while businesses can post job openings and view resumes to find qualified candidates.



[www.labor.ny.gov/jobs](http://www.labor.ny.gov/jobs/)

## JobZone

JobZone is a free, online job search and career planning system. JobZone provides information on 900 occupations from the Occupational Information Network (O\*NET) Database of standardized and occupation-specific descriptors, as well as the latest labor market information from the NYS Department of Labor. JobZone is able to offer users local and relevant content based on their interest and jobseeking activities. In addition, JobZone provides access to up-to-date job postings and basic job preparation tools such as a resume builder, reference list maker and cover letter application.

# New York Makes Work Pay

Browser address bar: <https://www.nyjobzone.org/jobseeker/login.do?url=%2Fjobseeker%2Fportfolio%2Findex.jsp>

Browser menu: File Edit View Favorites Tools Help

Browser toolbar: Convert Select SnagIt

Browser tabs: JobZone

Navigation: Home RSS Print Page Tools

Header: New York State State Agencies Search all of NY.gov

## New York State Department of Labor



### JobZone

[Help](#) [Contact](#) [About](#)

[Unemployment Benefits](#) [Career Services](#) [Business Services](#) [Workforce NY Partners](#) [Labor Statistics](#) [Worker Protection](#) [Forms and Publications](#) [FAQs](#)

### Personalize and Refine Your Job Search

Create your free account to:

- **Build and store resumes**
- **Explore occupations**
- **Identify your strengths, skills and talents**
- **Search education and training databases**

[Click Here For a FREE Account](#)

#### Please Sign In Below

Username:

Password:

[Login](#)

[Forgot your password?](#)  
[Click here for reminder.](#)

### Who's Getting Hired

Jobs with the most expected openings this month in **New York State** include:

- Purchasing Agents, Except Wholesale, Retail, and Farm Products
- Locksmiths and Safe Repairers
- First-Line Supervisors/Managers of Production and Operating Workers
- Gaming and Sports Book Writers and Runners
- Barbers

## CareerZone

Similar to JobZone, CareerZone is an online career exploration and planning system designed to assist individuals who may not be ready for employment. Geared toward youths, CareerZone presents current and relevant occupational and labor market Information in a clear and interesting way, making career exploration and planning fun and easy. CareerZone provides information on 800 occupations from the O\*NET Database, the latest labor market information from the state [Department of Labor](#), over 450 career videos that provide a visual of the workplace and bring careers to life, up-to-date job postings, and a resume building tool.

# New York Makes Work Pay

http://www.nycareerzone.org/ Live Search

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CareerZone

Page Tools

New York State State Agencies

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STEM for Teens ASSESS YOURSELF MY PORTFOLIO SEARCH RESOURCES HELP

welcome to **careerZONE**

explore your career path  
your future begins here



## Engineering and Technology

People working in this field use technical knowledge and skill to assemble, inspect, design, maintain and repair. They provide scientific and diagnostic skills to maintain and repair computer equipment, aircraft, automobiles, buildings, roads, bridges, and manufacturing machinery.



## Multi-Phase Strategy Through Partnership with the Department of Labor

**Step 2:** Build on DOL's One-Stop Operating System (OSOS) as a platform to create a re-designed employment support system. All entities providing employment supports will have access to the new employment system, which will assist with: making job matches, facilitating service coordination, benefits screening and enrollment and outcomes reporting. Access to job seekers, job opportunities, services and supports will be organized to be responsive to individual business and job seeker needs. The new employment system will replace the various current silos of employment-related information and fragmented approaches to assisting in finding employment.

## How Will The New Employment System Benefit....

### ... EMPLOYERS?

- Create a central source for accessing qualified applicants for jobs across NYS using a mechanism employers are familiar with and are currently using to list job opportunities
- Pre-match job applicants with disabilities for skills employers seek for individual job functions
- Reduce general/generic inquiries from job developers seeking employment opportunities for people with disabilities that have often already been filled

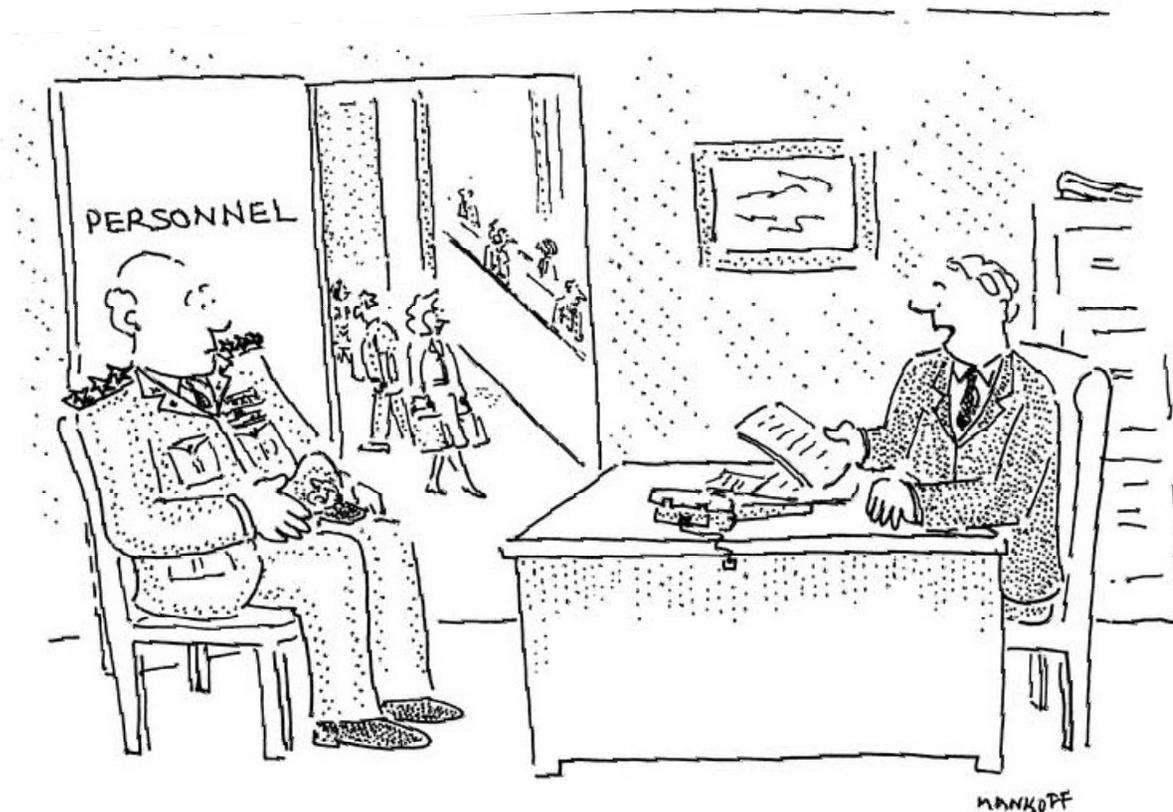
### ...EMPLOYERS, cont.

- Provide a mechanism to help individuals with disabilities enroll in the Medicaid Buy-In for Working People with Disabilities (MBI-WPD), providing coverage for services possibly not covered by employer's health insurance
- Automatically generate tax credit claiming documentation for employers that hire an individual with a disability through the redesigned system
- Allow employers to actively seek out potential applicants with disabilities who choose to disclose their disability status
- Document affirmative hiring policies and procedures that promote employment of individuals with disabilities as a defense against EEOC allegations

## Use Of “SMART” Technology

- Skills Matching & Referral Technology (SMART):
  - “Reads” a customer’s resume; “understands” work history, unique experiences, and acquired knowledge, skills and abilities
- SMART then matches skills sought by businesses/employers with skills possessed by job seeker
- SMART technology being expanded to provide additional job seeker tools – resume writer
- Future plan is to apply SMART technology to database of volunteer opportunities

## SMART does NOT match based on key words



*"An impressive résumé, General, but remember—department-store security is different from national security."*

## How Will The New Employment System Benefit....

### ... JOB SEEKERS?

- Create a single point of access for all individuals with disabilities that provides assistance in finding employment opportunities and providing access/coordinating necessary supports to succeed on the job
- Assess the skills of individual job seekers and help develop a resume
- Allow job seekers to search and immediately find jobs that match the individual job seekers' skills and desires, and notify as new jobs become available
- Coordinate eligibility for financial supports (i.e. MBI-WPD) and other (i.e. educational, vocational, rehabilitation) supports; assist with documentation requirements
- Connect to Earned Income Tax Credit claiming resources (est. \$800+M)

# New York Makes Work Pay

SMART Job Matches - Message (HTML)

Message

Reply Reply Forward Delete Move to Create Other Block Safe Lists Categorize Follow Mark as Find  
to All Respond Folder Rule Actions Junk Sender Not Junk Junk E-mail Options Up Unread Read Select Find

From: SMT@workforcenewyork.org  
To: TRB924@yahoo.com  
Cc:  
Subject: SMART Job Matches

Sent: Wed 12/16/2009 8:05 PM

*Hi BISOGNO, TERRY Job Seeker!*  
*SMART - Skills Matching And Referral Technology*

**Workforce New York network**  
A proud member of the

## Your job matches

Your resume generated the following (7) matches

**NATL MGR SPONSORSHIPS** Remember  
Match level : ★★★★★  
About Barron's For 85 years, Barron's has been the source that America's business and financial leaders turn to every week for authoritative market analyses and insights on companies, industries, sectors, the economy and financial markets in the U.S. and around the world. Barron's has served the stewards of this nation's wealth  
[Details for NATL MGR SPONSORSHIPS](#)

**Director, Business Development**  
Match level : ★★★★★☆  
Director, Business Development Job ID 2726 Job Location New York, NY Job Category Sales Date Posted Dec 1, 2009 Do you THINK like a marketer and SELL like a business development executive? Active Network Media + Marketing, a premiere digital media and marketing services firm is recruiting proven business development executives in New  
[Details for Director, Business Development](#)

**Director, Corporate Affairs**  
Match level : ★★★★★☆  
Position Announcement Title: Director, Corporate Affairs Location: Position based in New York, N.Y. Founded in 1921, the Council on Foreign Relations is the leading independent national membership organization and nonpartisan center for dedicated academic analysis of events on the world stage, and the subsequent foreign policy choices facing the United States and other governments. The

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## How Will The New Employment System Benefit....

### ... SERVICE PROVIDERS?

- Centralize all employment service information for individuals, allowing for coordination of multiple supports
- Access to entitlements screening and eligibility criteria, including documentation requirements
- Automatically notify providers of job openings suitably matched to individuals they are serving
- Ease burden on job developer by identifying job matches for job seekers, allowing job developers to focus on interview preparation, coordinating job supports, etc.

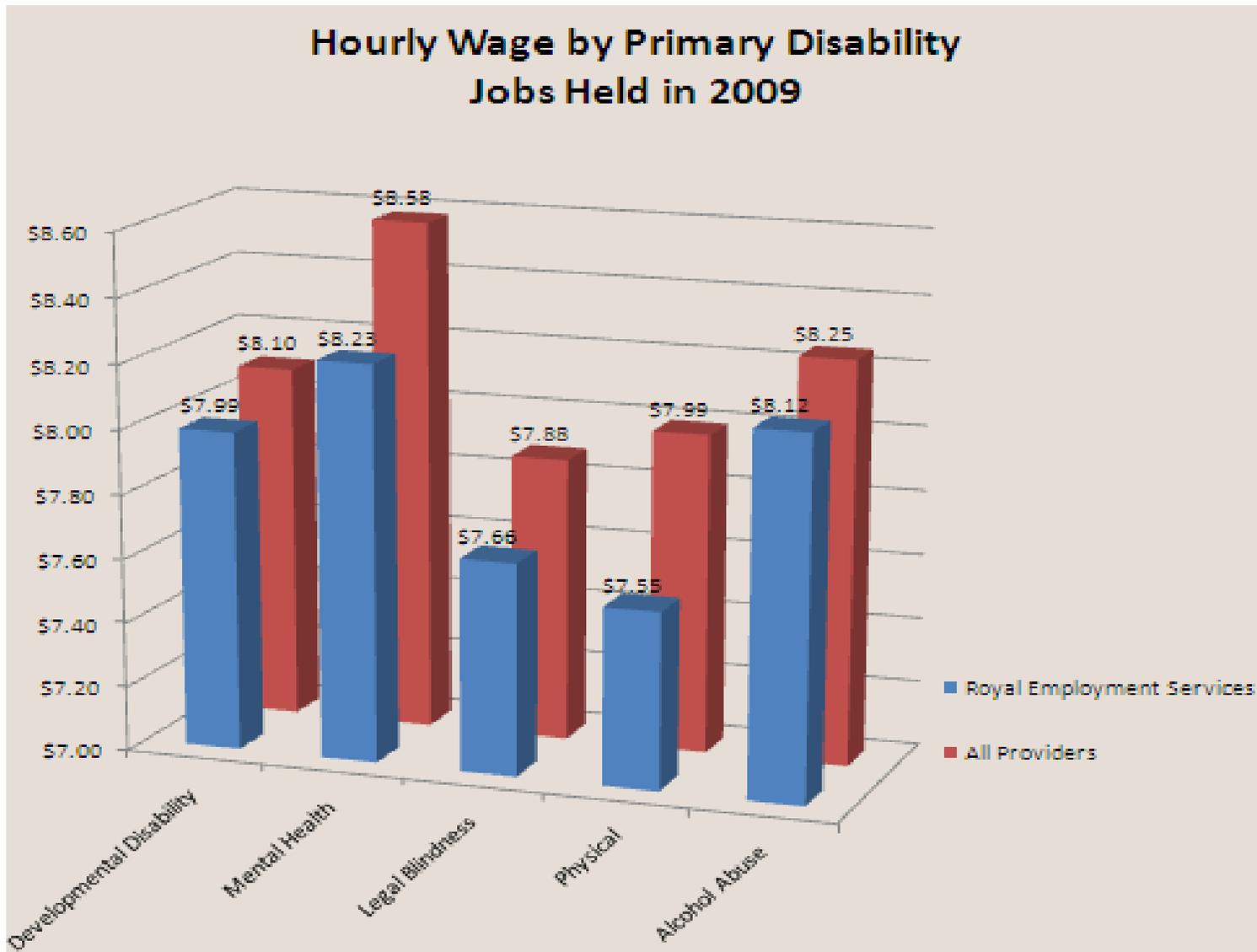
### ... SERVICE PROVIDERS, cont.

- Automatically generate Employment Network claiming documentation to support Ticket To Work claims (estimated to be as much as \$1B annually)
- Provides “real-time” tool, replacing quarterly reporting tool (NYISER), thereby eliminating need for manual quarterly data entry through ability to upload/download information from existing provider data systems
- Fulfill certain duplicative reporting requirements through a single system that meets reporting requirements for multiple state agencies
- Allow providers to run reports on their agency’s/employees performance, outcomes, etc.

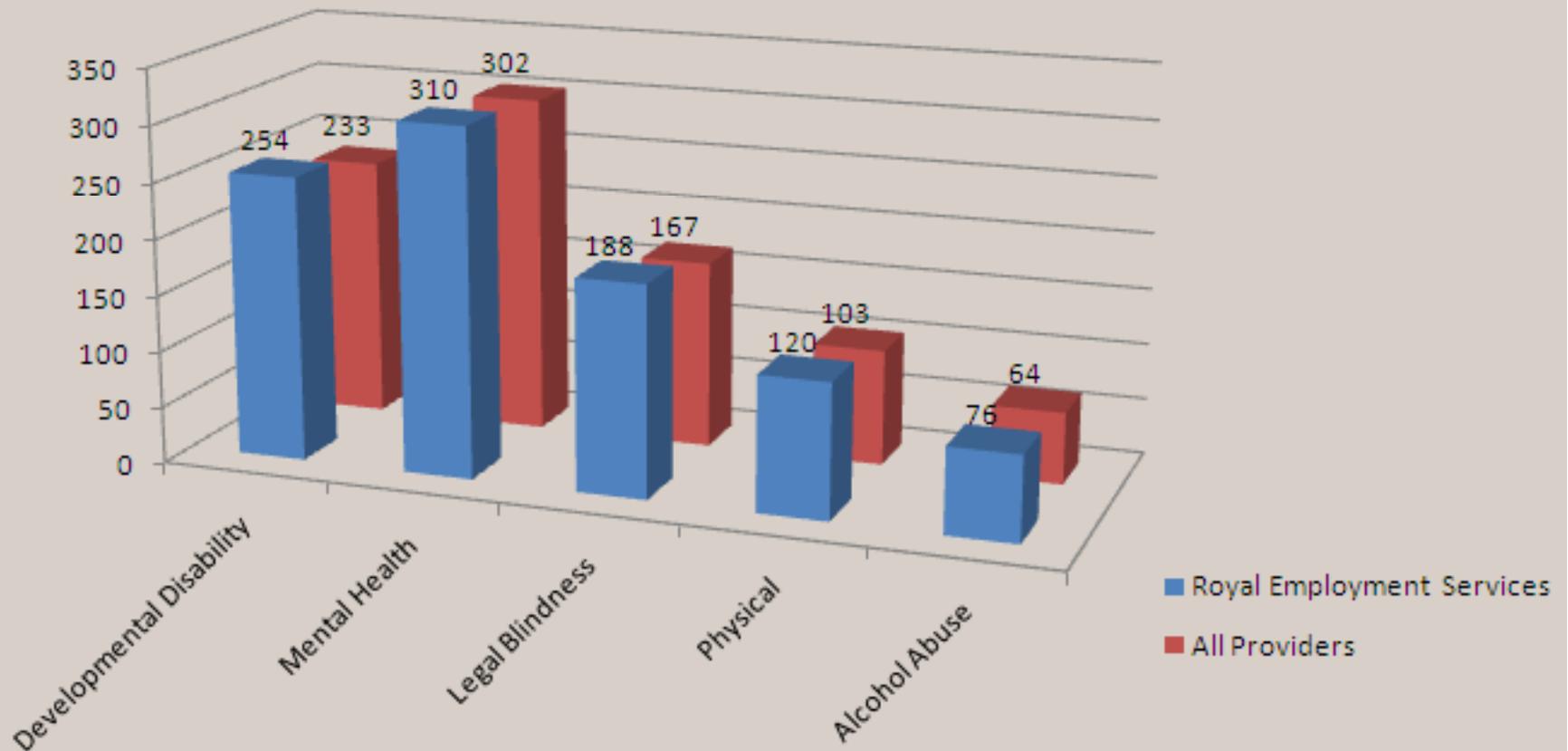
## How Will The New Employment System Benefit....

### ... STATE AGENCIES, ADVOCATES, TAX PAYERS?

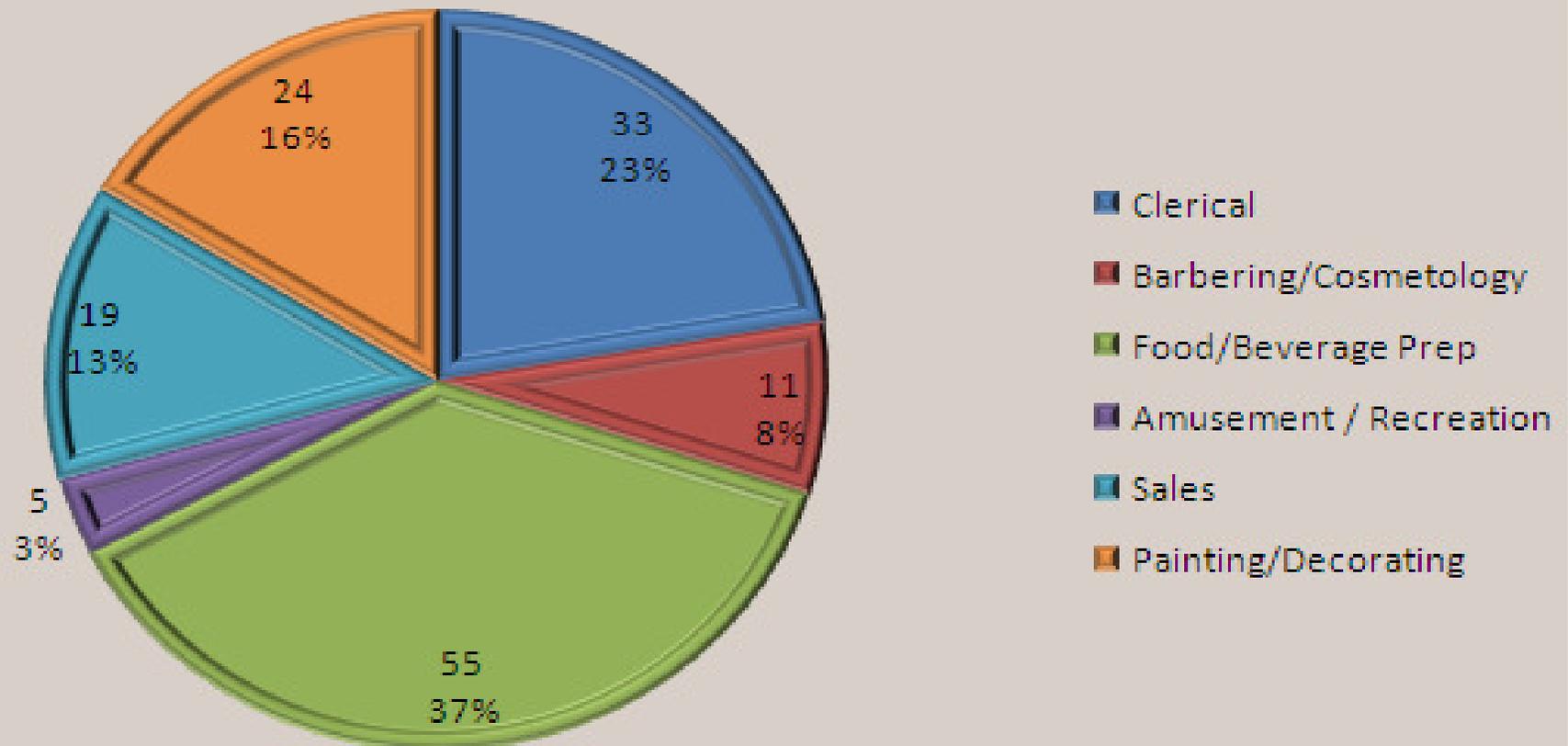
- Built on an existing, integrated system that has already been implemented, tried and tested
- Obtain precise baseline employment data across all disabilities
- Maximize state/public assets and provider resources through coordination of services and promotion of economic growth, inclusive of individuals with disabilities
- Track individual, provider and agency outcomes and progress using reliable sources, including wage record information
- Accountability for outcomes across all government systems related to employment
- Measure the success of individual employment initiatives and identify “promising practices”



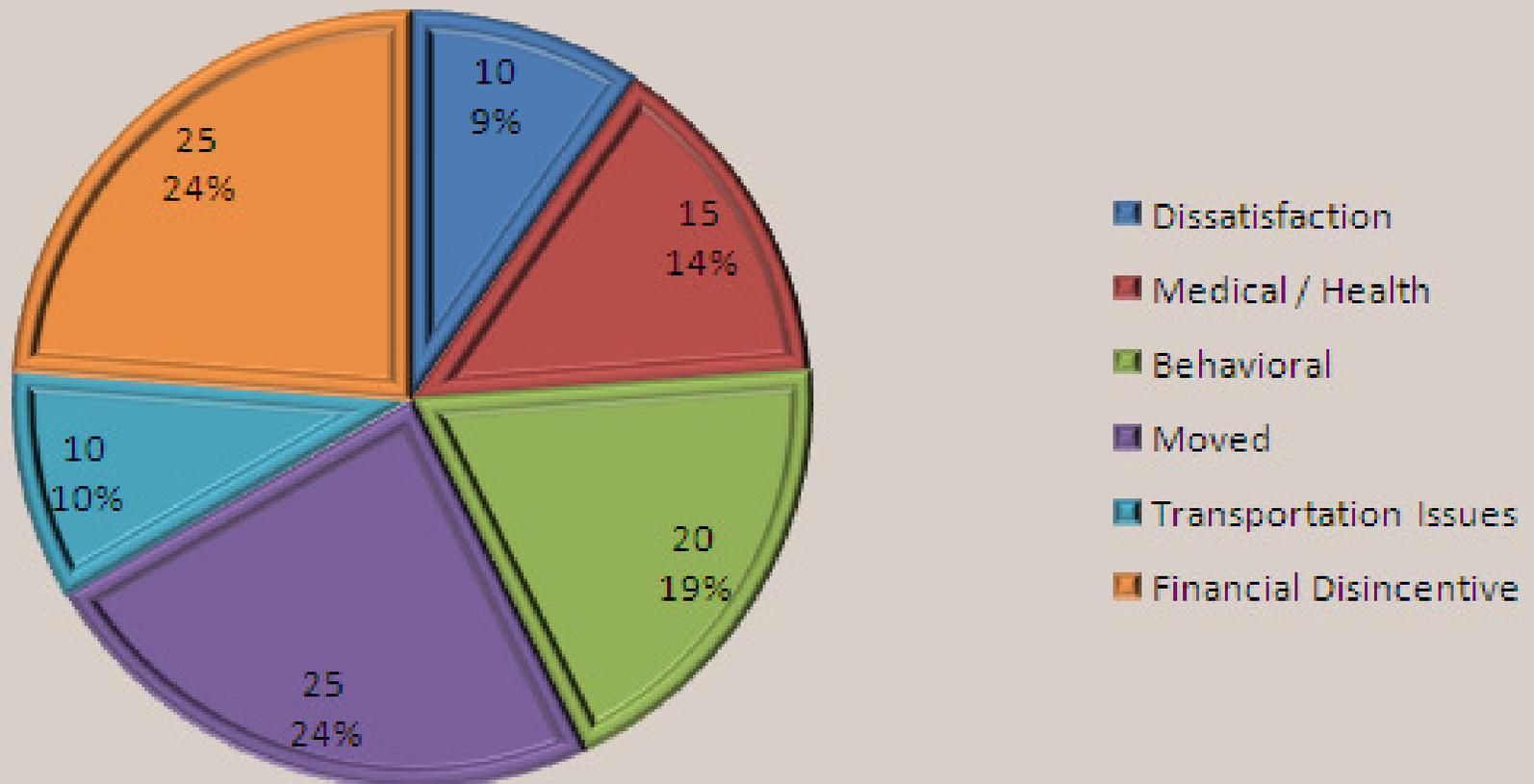
### Days from Intake to Placement by Primary Disability Consumers Placed in 2009



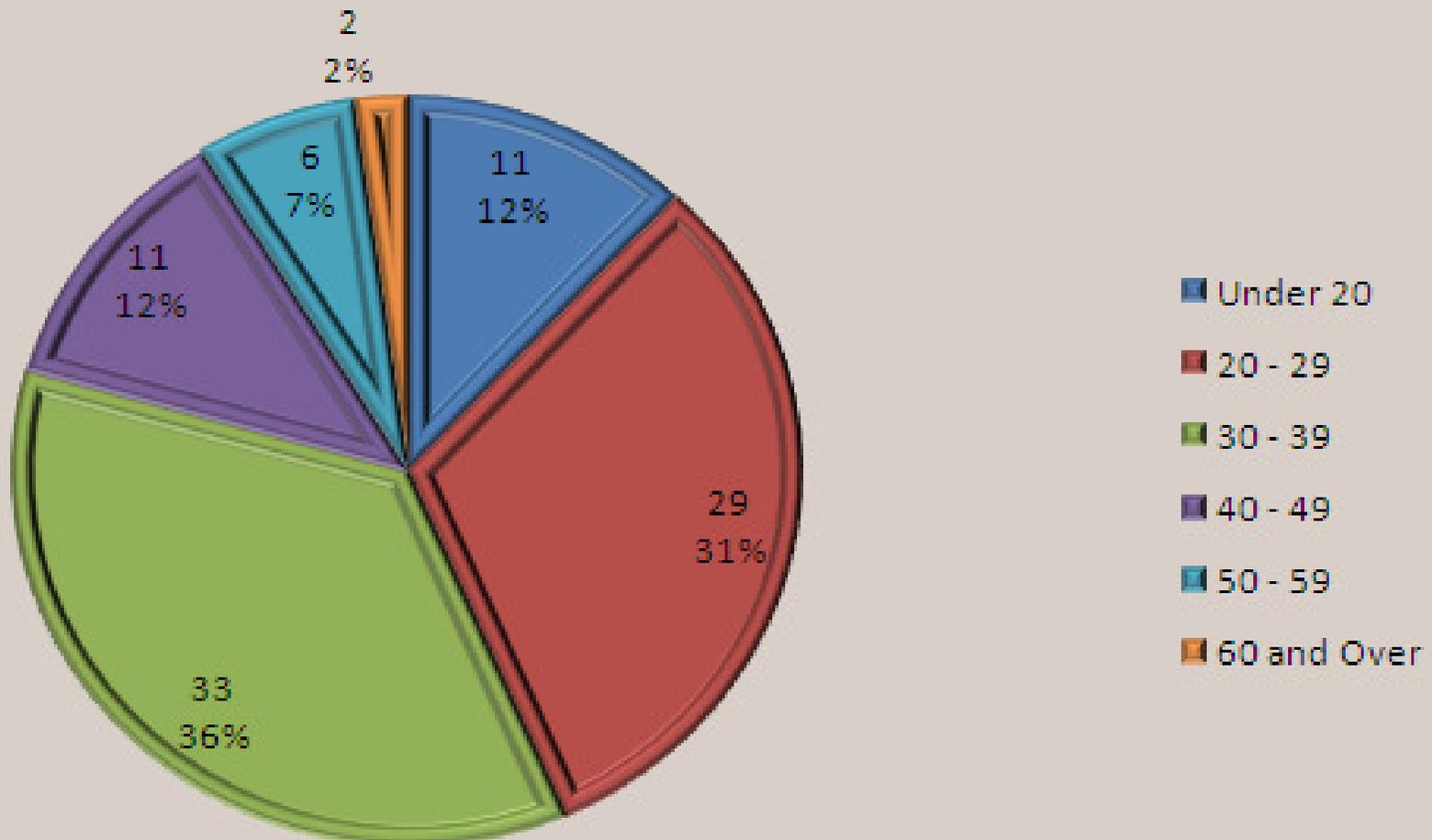
## Occupation Categories - Jobs Held in 2009 Royal Employment Services, LLC



## Program Termination Reasons - 2009 Royal Employment Services, LLC



## Age of Consumers on 12/31/2009 Royal Employment Services, LLC



07/07/2010

## Consumers Who Reached 90 Days on the Job

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Royal Employment Services, LLC

01/01/2010 - 01/31/2010

Name of Participant	Primary Disability	State Agency	Occupation Category	Job Placement Date	Wage	Weekly Hours
William Consumer	MH	VESID	Miscellaneous clerical occupations	10/XX/2009	7.50	40
William Consumer	MH	VESID	Paperworking occupations	10/XX/2009	7.25	20
William Consumer	MH	VESID	Packaging and materials handling	10/XX/2009	7.50	20
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.36	40
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.25	20
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	8.00	7
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.50	25
William Consumer	MH	VESID	Computing and account-recording	10/XX/2009	12.00	20
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	7.75	20
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	40
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	9
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	8.00	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.75	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.15	15
William Consumer	MH	VESID	Occupations in Processing of	10/XX/2009	13.00	40
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.50	25

## Next Steps for Implementation Of The New Employment System

- Convert New York Interagency Supported Employment Report (NYISER) to the new employment system – OMH, OPWDD, CBVH, ACCES-VR. For these agencies, the new employment system will replace NYISER with real-time employment system.
- Include additional employment programs from those agencies
- Include OASAS, DVA and NYSOFA
- Webinar for affected Executive Directors – April 29, 2011 at 1:30
- Timeline: Begin training on new employment system – Q2, 2011; new employment system replaces NYISER – October 1, 2011

- Signed Data Sharing Agreements 5-13-11
- Identification of Security Officers 5-13-11
- Security Officer and Lead Staff Training 6-15-11 thru 7-1-11
- User accounts created and users trained 7-1-11 thru 9-1-11 – System Live 7-1-11
- NYSIER Conversion Compete 10-1-11

**Questions ?????**