



CareerACCESS

Employment and Economic Empowerment

Who is WID?

The World Institute on Disability is a disability policy, research, and consulting non-profit organization located in Berkeley, CA and Washington, DC. WID's vision is a world where people with disabilities live integrated fully lives economically and socially.

What is WID E3?

E3 stands for *Employment and Economic Empowerment* and is a first of its kind portal. WID E3 is an online resource at www.wid.org to assist those serving youth and adults with disabilities, and their supporters, with information, strategies, and techniques which will help to increase the potential of youth and adults with disabilities for work and economic participation.

- WID E3 addresses the often-overlooked roadblocks to full inclusion and equity.
- WID E3 focuses on these missing pieces of the disability employment puzzle by offering strategies and options to improve programming and outcomes.
- WID E3 incorporates personal empowerment, benefits and work incentives, economic inclusion, CareerACCESS, and ABLE 101.

[Learn more about E3.](#)

What is CareerACCESS?

CareerACCESS is an initiative designed to support the transition of Social Security's Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI) recipients to employment.

Specifically, CareerACCESS offers much needed programming elements culled from WID's E3 resources, to impact the dramatic unemployment rates and poverty of people with disabilities by focusing on what's missing in disability employment policy. CareerACCESS offers a model that will help all disability employment related programs become more effective through a comprehensive coaching and development approach to empower and guide its participants.

CareerACCESS Key Points

- Addresses fears about employment potential while bolstering belief as a competitive job seeker with ability to retain benefits should they seek employment.
- The goal is *Independence Through Employment* at competitive, commensurate wages at or above minimum wage levels.
- Supports the Workforce Innovation and Opportunity Act of 2014 (WIOA) to increase competitive integrated employment for individuals with disabilities.



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- Proposes a new definition of disability: “A disability is a medically determinable physical or mental impairment(s) that results in marked and severe functional limitations, and is expected to result in death or has lasted or is expected to last for a continuous period of at least 12 months.”
- Focuses on career building and not simply “finding a job.”
- Offers a complementary program of employment coaching and learning, designed to give youth and adults with disabilities the confidence and skills they need to effectively seek and retain competitive jobs and careers.

CareerACCESS Benefits

CareerACCESS Coach

- Assists people with disabilities to grow the self-confidence, social capital, and other workplace skills required in today’s marketplace.
- Offers professional development courses, peer mentoring relationships, and internships will be available to CareerACCESS participants.
- Assists people with disabilities to navigate the complex systems that are often required to obtain the goods, services, and supports needed to succeed in their careers.

CareerACCESS Individualized Career Plan

- Provides a template to assist CareerACCESS Coaches in developing customized plans to assist participants with building careers.
- Includes an assets inventory, needs assessment, goal setting, revision tracking and more.
- Contains timelines, steps, tools and supports needed to achieve success.

Training and Curriculum

CareerACCESS incorporates career readiness and resilience training and curriculum to equip participants with new information and tools. Pilots will test a variety of content, including:

- Professional Development and Disability
- Asset Building Strategies for People with Disabilities
- Navigating the Job Search Lifecycle
- Enhancing Emotional Intelligence
- The Importance of Building Your Personal Brand

Details on the CareerACCESS Coach and Individualized Career Plan are provided on the following pages.



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What is a CareerACCESS Coach?

In order to establish, monitor and manage CareerACCESS participants' compliance to their Individualized Career Plans (ICPs) and assist them in identifying their employment potential and finding their way to their career goals, CareerACCESS will provide CareerACCESS-trained Career Coaches. The CareerACCESS Coach's main goal is to support and ensure that each CareerACCESS participant is prepared to meet or exceed their potential and self-identified career goals. CareerACCESS Coaches will help participants access the complex systems that can support their employment preparation and career development. CareerACCESS Coaches will help participants grow the self-confidence, social capital, and other workplace skills required in today's marketplace. Professional development courses, peer mentoring relationships and internships will also be available to CareerACCESS participants.

CareerACCESS Job Duties

CareerACCESS-trained Coaches assist people with disabilities in identifying personal goals, strengths, aptitudes, skills, and weaknesses, in part to develop leadership skills and plan career pathways. Duties include:

- Conducting an assessment of the personal and professional needs of the participants;
- Providing opportunities for career exploration and the development of personal networks to support education and work success;
- Assisting participants in selecting career goals and developing a plan that identifies all services and supports needed for success;
- Including benefits planning to manage Social Security and health-related benefits as part of the plan;
- Developing technical and soft skills needed to connect to a job or career; and,
- Coordinating placement supports for initial employment and career path employment, to include mentoring and other supports.

Career Coaching Services

CareerACCESS Coaches will be responsible for the following services:

- Working with the participants, jointly creating the ICP with specified goals, objectives, activities and timeframes.
- Supporting participants in accessing leadership development, career readiness and resilience training and curriculum.
- Coordinating new and existing supports to serve people with disabilities in compliance with an ICP.
- Reviewing and updating the ICP, to include the participant and the agencies (contributing services).



Coaching and Counseling Services Comparison Chart

Job Duties	Job Coach	Career Counselor	Career Coach	Benefits Counselor	CareerACCESS Coach
Job or Career Matching	X	X	X		X
Interpersonal Skills	X	X	X		X
Resume Review		X	X		X
Interview Preparation		X	X		X
Job Search		X	X		X
Career Action Plan		X	X		X
Training Plan	X	X	X		X
Professional Development					X
Emotional Intelligence					X
Personal Branding Training			X		X
Performance / Tasks	X		X		X
Retention Supports		X			X
Just-in-Time Social				X	X
Income Impact Analysis				X	X
Career Building Supports					X
Long Term Follow Along					X

In all of these roles, the CareerACCESS Coach would be responsible for working with participants in the completion of an assessment, career plan, and identified career readiness curriculum.

What is a CareerACCESS Individualized Career Plan?

Recognizing that a CareerACCESS Coach provides a variety of services focused on aiding people with disabilities in identifying actionable steps toward a lived career experience, it is important to capture their attention to the program through attractive and meaningful messaging. Part of this attractiveness is access to a CareerACCESS Coach and the ease of use of a flexible and useful CareerACCESS Individualized Career Plan (ICP).



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The ICP is a tool designed to assist individuals with building a career. The ICP contains timelines, steps, tools and supports needed to meet an overarching career path goal. The ICP will also direct individuals to access CareerACCESS readiness curriculum available in WID's E3 online resource.

When fully implemented, the CareerACCESS ICP will be a federally-approved document that is a requirement to remain eligible for the benefits program. Until that point, the CareerACCESS ICP will be piloted.

CareerACCESS ICP Key Points

- Provides a template to assist CareerACCESS Coaches in developing customized plans to assist participants with building careers.
- Includes an assets inventory, needs assessment, goals, revision tracking and more.
- Contains timelines, steps, tools and supports needed to meet the goal.

What are the Goals of the CareerACCESS ICP?

- Jobs with competitive wages.
- Access to complete and affordable health coverage, personal assistance services, and related community based supports.
- Completion of a school, vocational, training or retraining program.
- Receipt of requested reasonable accommodations.
- Receipt of benefits and financial planning services.
- Receipt of self-employment and business startup services.

The CareerACCESS ICP uses the structure of the Individualized Learning Plan developed by the National Collaborative on Workforce & Disability for Youth.

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