



Workforce Development System Technical Advisories and Bulletins



May 16, 2000

Workforce Development System Technical Advisory 00-21

TO: Chairpersons of Local Workforce Investment Boards
Chairpersons of Private Industry Councils
Chief Elected Officials
SDA Administrative Entities
SDA Grant Recipients
One-Stop Grant Recipients

SUBJECT: Accessibility of One-Stop Systems to Individuals with Disabilities

Reference: Training and Employment Information Notice (TEIN) 16-99

Purpose: To provide Local Workforce Investment Areas with information to assist them in the development of One-Stop service delivery systems with infrastructures and programmatic access for people with disabilities

Background: On November 12, 1999, the U.S. Labor Department published, at 29 CFR Part 37, the regulations implementing Section 188 of the Workforce Investment Act (WIA). The regulations provide significant guidance on the obligations of each One-Stop delivery system regarding nondiscrimination and equal opportunity for individuals with disabilities. Additionally, these regulations explain that the obligations extend to all programs and activities that are part of the One-Stop delivery system and that are operated by One-Stop delivery system partners listed in Section 121(b) of WIA. The regulations also provide definitions of terms and outline responsibilities for providing reasonable accommodation.

One-Stop delivery systems are also obligated to comply with Section 504 of the Rehabilitation Act of 1973 as amended, and various titles of the Americans with Disabilities Act (ADA), 42 U.S.C. 12101 *et seq.* regarding the accessibility of programs and facilities.

A 1998 survey conducted by the Harris agency reported that over 70% of individuals with disabilities were at that time unemployed. This situation still exists despite all-time low unemployment rates. As a result, One-Stop delivery systems can expect significant demand to serve people with disabilities. To assist One-Stop systems in evaluating the accessibility of their programs, services and facilities in meeting these obligations, checklists have been developed jointly by the Employment and Training Administration (ETA) and the Civil Rights Center, the agency within the Department of Labor charged with enforcing civil rights laws.

A self-evaluation checklist, a customer satisfaction/ accommodation checklist, and four technology checklists, as well as 29 CFR Part 37 are available on the disAbility Online web site at <http://wdsc.org/disAbility>. Once at the site, choose "Training and Information Notice on One-Stop Accessibility" in the format that you require.

Action: The above mentioned web site contains all the attachments to TEIN 16-99. Workforce development partners should be familiar with their obligations as specified by these regulations and by legislation. Questions regarding the nondiscrimination regulations should be directed to your State or local WIA EO Officer or to the Civil Rights Center, 202-219-8927 (voice) or 202-219-6118, or to Jim Downing, 202-219-5500.