



To REGISTER, go to www.cspd.net and follow the online registration process.

- Click on "Region V CSPD Online Registration."
- **If you have an account** on the Web site, log in using your email and password. Go to "Events Catalog" and "Register" for the appropriate training event.
- **If you have never been on the Web site**, click on "Click here if you are a new user." Enter your account information (needed in order for the CSPD site to recognize you). If you are registering from outside Montana, you will need to "add a city" and enter your state.
- Once you've registered for the CSPD site, go to "Events Catalog" and "Register" for the appropriate training event by completing the online registration.

The registration template asks for "billing information." DON'T WORRY! There is no charge for this training. Select either "bill me" or "bill my organization" and continue with your registration. You will see the charge is "zero."

*If you have trouble REGISTERING, contact Nancy Marks at admin@cspd.net
Or call Char at 406-728-2400 ext 1090.*

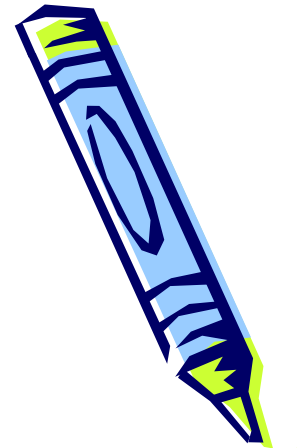
The University of Montana provides reasonable accommodations to individuals with disabilities who request and require them. Please contact Kim Brown at brown@ruralinstitute.umt.edu for information. If you will be using a screen reader for this presentation, please notify Kim by Friday, May 2nd.

This training is an activity of the Partnerships for Transition Project, which is funded by the Montana Council on Developmental Disabilities, and of MT-TIRC, which is funded by the Administration on Developmental Disabilities. Registration services are provided at no cost by the Montana Region V Comprehensive System of Personnel Development (CSPD).

MT Dept of Labor

Disability Navigator Services

~ An Overview ~

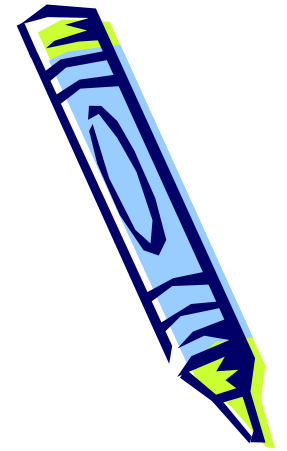


Presenter: Paula Marcinkowski
Disability Navigator
Missoula Job Service
539 S 3rd St W
Missoula MT 59801
406-542-5744
pmarcinkowski@mt.gov

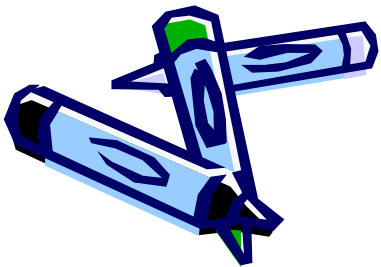


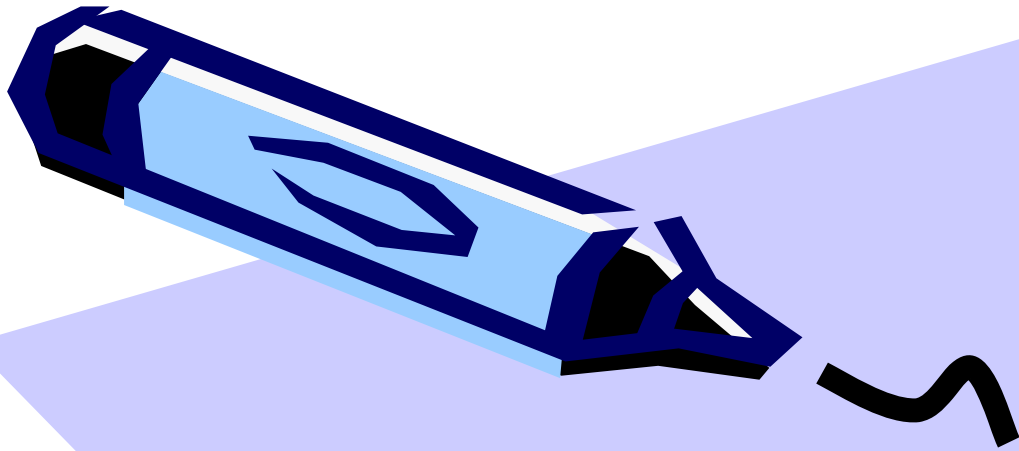
**Navigating the world
can be confusing.....**



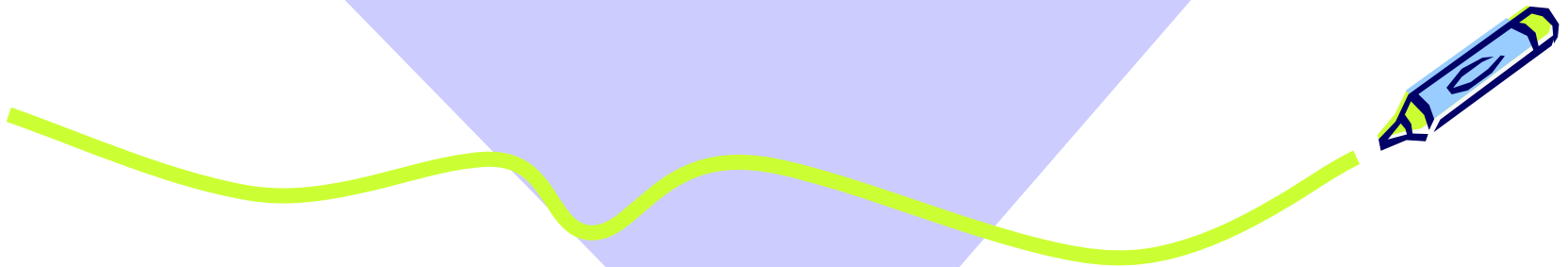


Where do we begin?



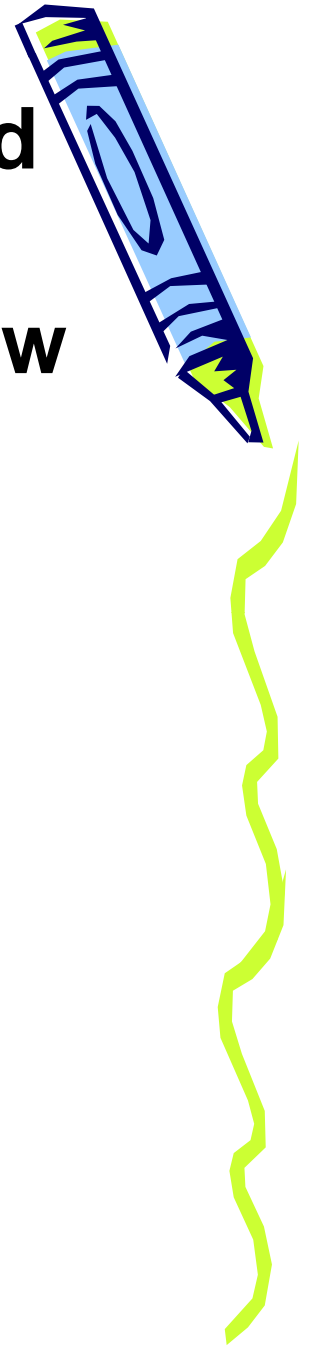
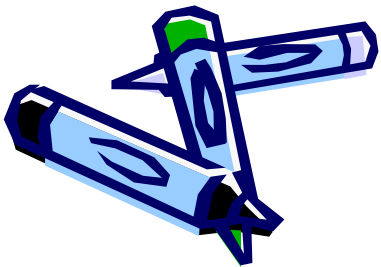


Creating a NEW PROGRAM



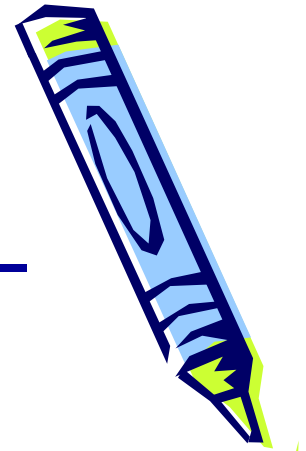
The Department of Labor (DOL) and the Social Security Administration (SSA) have jointly established a new position, the Disability Program Navigator, within DOL's One-Stop Career Centers.

The DOL- funded One-Stop Career Centers provide information, training and other employment-related services at a single customer-friendly location.



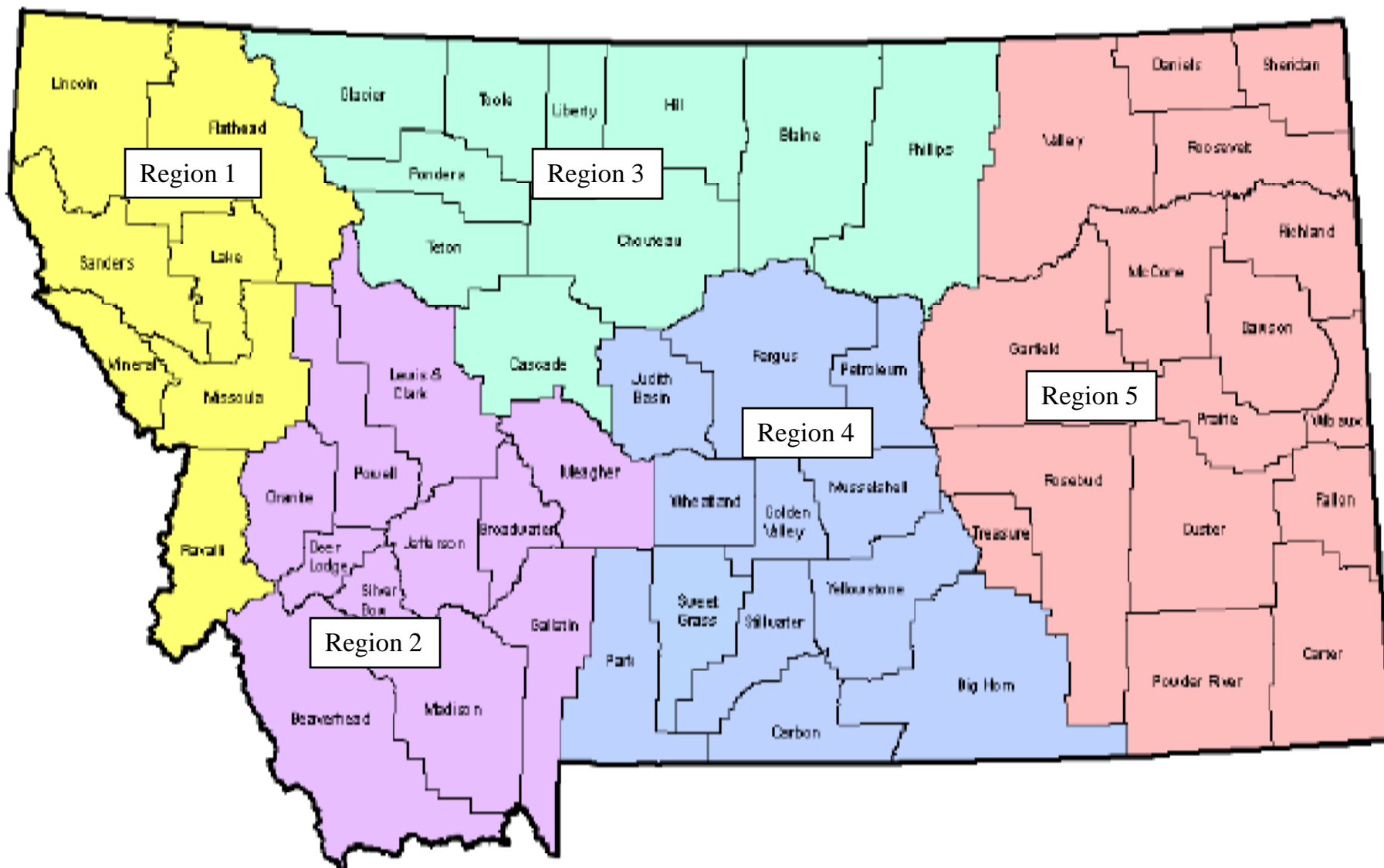
State of MT

Disability Navigators



- **Region 1a** (*Flathead Job Service*): Flathead, Kootenai, Lincoln, Sanders, Lake Counties
- **Region 1b** (*Missoula Job Service*): Missoula, Mineral, Ravalli Counties
- **Region 2** (*Bozeman Job Service*): Lewis & Clark, Powell, Granite, Deer Lodge, Meagher, Jefferson, Broadwater, Gallatin, Beaverhead, Madison, Silver Bow
- **Region 3**: (*Great Falls Job Service*): Glacier, Phillips, Toole, Liberty, Blaine, Pondera, Hill, Teton, Chouteau, Cascade
- **Region 4** (*Livingston Job Service*): Judith Basin, Fergus, Petroleum, Wheatland, Golden Valley, Musselshell, Park, Sweet Grass, Stillwater, Yellowstone, Carbon, Big Horn
- **Region 5a** (*Glasgow Job Service*): Phillips, Valley, Roosevelt, Sheridan, Daniels, Richland, McCone, Garfield
- **Region 5b** (*Miles City Job Service*): Dawson, Treasure, Prairie, Wibaux, Rosebud, Falon, Custer, Carter, Powder River

Montana Counties



Navigator Contact List

Lead Navigator: Patti McCubbins, Program Manager

Workforce Services Division

P.O. Box 1728, Helena MT 59624-1728

2nd floor, 1327 Lockey Avenue, Helena, MT

pmccubbins@mt.gov

406-444-3480

Lisa Dobbs Crooks, Bozeman Job Service

121 N Willson, Bozeman 59718

406-582-9200

lcrooks@mt.gov

Fax 406-582-9210

Cindy Fuhrman, Job Service Workforce Center

12 N 10th St, PO Box 1786, Miles City 59301

406-232-8349

cynfuhrman@mt.gov

Fax 406-232-6270

Paula Marcinkowski, Missoula Job Service

539 S 3rd St W/PO Box 5027, Missoula 59806

406-542-5744

pmarcinkowski@mt.gov

Fax: 406-721-7094

Gail Habener

220 E Park St/PO Box 1199, Livingston 59047

406-222-0520

ghabener@mt.gov

Fax 406-222-1593

Nicole Cosby, Great Falls Job Service

1018 7th St South, Great Falls, MT 59405

406-791-5871

NCosby@mt.gov

Fax 406-791-5889

Julie Hallock

Northeast MT Job Service Workforce Center

74 4th St N, Glasgow 59230

406-228-3929

jhallock@mt.gov

Fax 406-228-8793

Mark Waugh

Flathead One Stop Workforce Center

427 1st Ave E, Kalispell 59901

lgardner@mt.gov

406-758-6253

Marilynn Merchen

Billings Job Service Workforce Center

2121 Rosebud Dr, Billings 59102

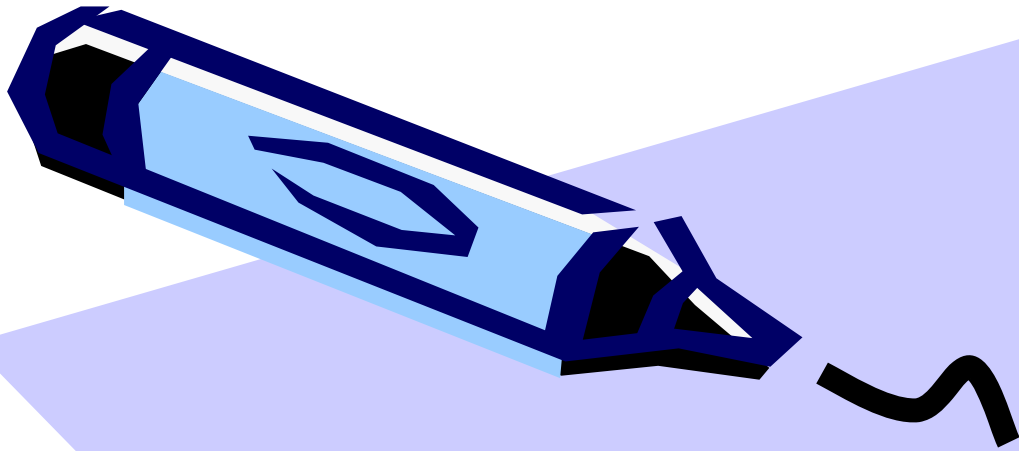
406-655-6080

mmerchen@mt.gov

Fax 406 652-0444

We all need some
help at times!





What is a
**Disability
Navigator?**

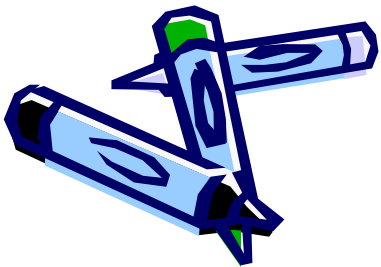
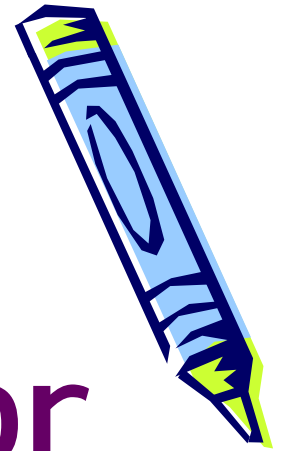


A Disability Navigator

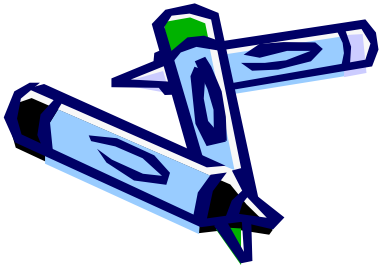
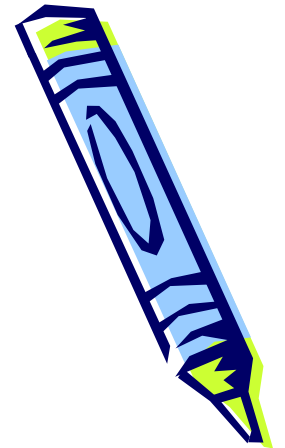
IS NOT

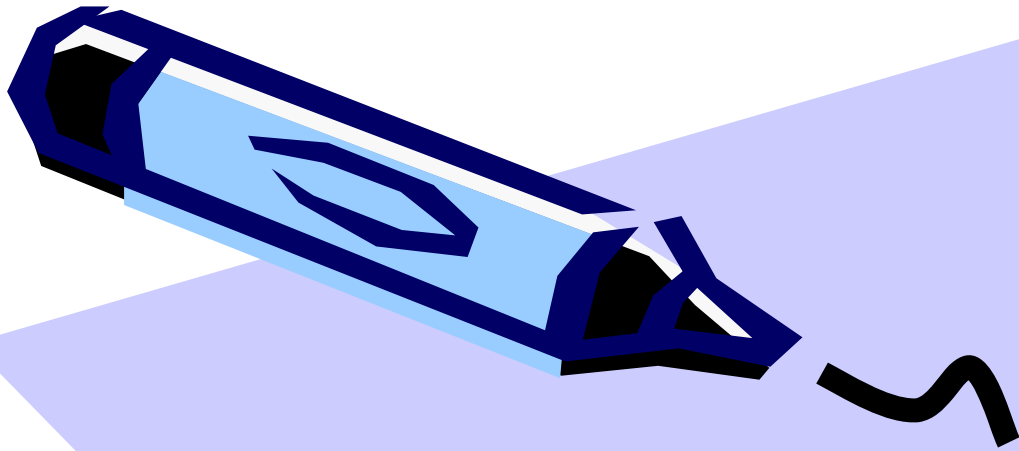
a Case Manager

(or a Counselor)

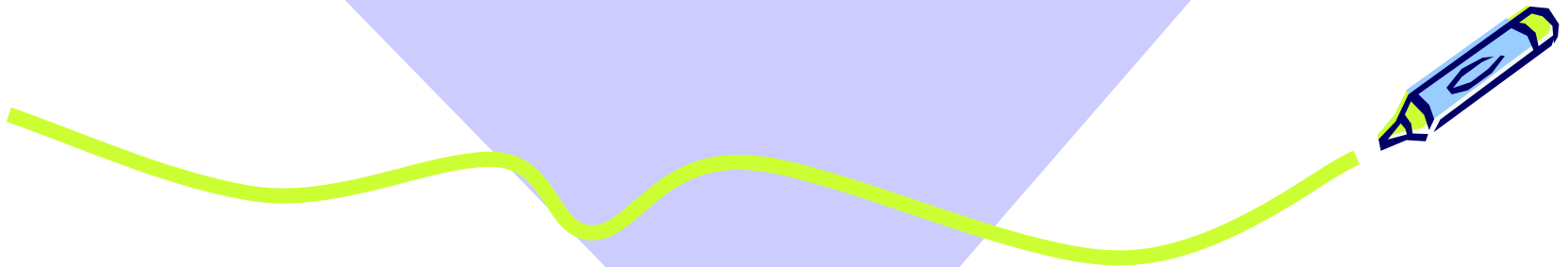


- **Case Managers** are required to have education and/or experience in Social Work.
- **Case Managers** identify barriers.
- **Case Managers** prepare a treatment plan for care, rehabilitation, or treatment for a client.



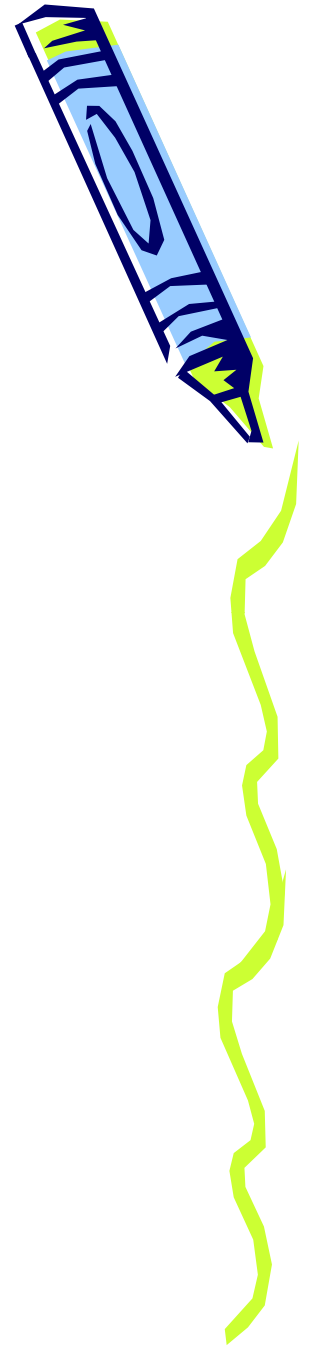


What a Disability Navigator IS



5 ROLES

- **Systems Change Agent**
- **Problem Solver**
- **Relationship Builder**
- **Resource**
- **Facilitator**



A Systems Change Agent

A What??

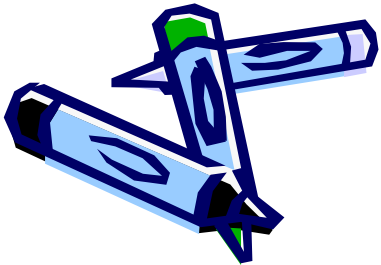


"That's the international symbol for 'Don't Rock The Boat'."

A Systems Change Agent

Examples include:

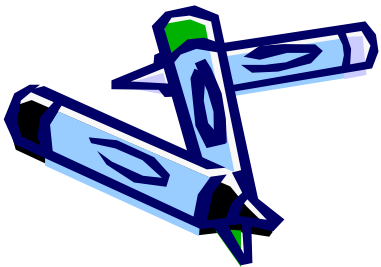
- Improved access to One-Stop services
- Develop and implement a reasonable accommodation policy and procedure
- Change in relationship with a specific collaborator, including negotiation of co-location and/or MOU
- Increased access and use of Individual Training Accounts (ITAs)
- Training on serving customers with disabilities



A Problem Solver

Examples include:

- Identifying appropriate community resources for job seekers with disabilities to remove barriers to employment (*i.e., training, housing, transportation, assistive technology needs, etc.*).
- Working together with the CWIC Specialist to show customers how to use work incentives to reach employment goals.
- Finding the answers to questions that One-Stop staff have regarding the ADA or other disability-related topics.
- Providing consultation to employers on providing reasonable accommodations to employees with disabilities.



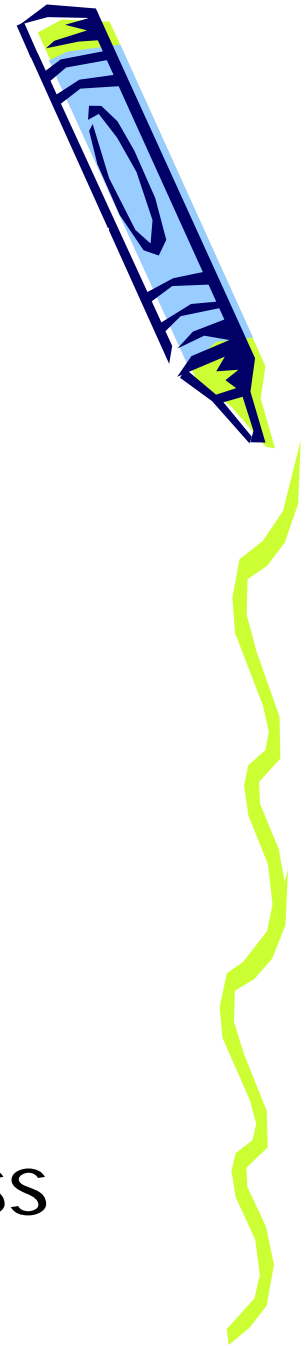
A Relationship Builder



Examples include:

- Coordinating One-Stop orientations, tours, and Open Houses
- Regularly participating in community events, resource fairs and business roundtables
- Consulting with mandated and non-mandated partners
- Organizing or joining an interagency collaboration

A Resource



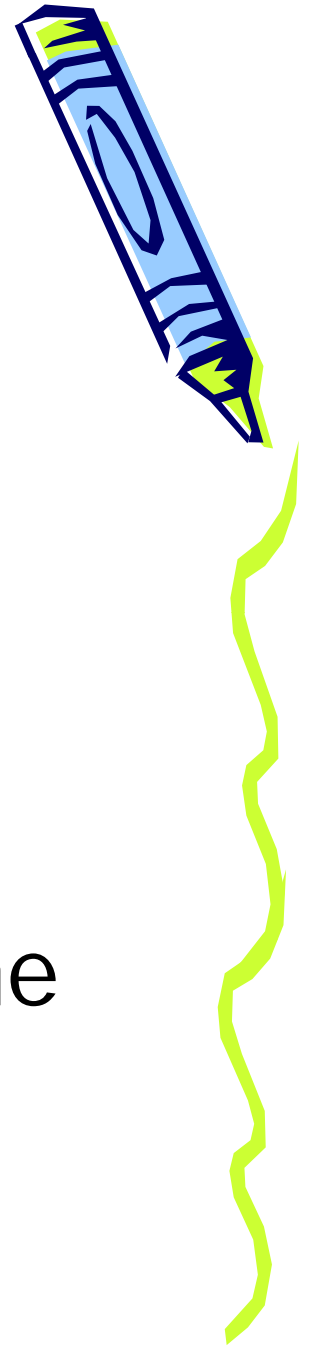
Examples include:

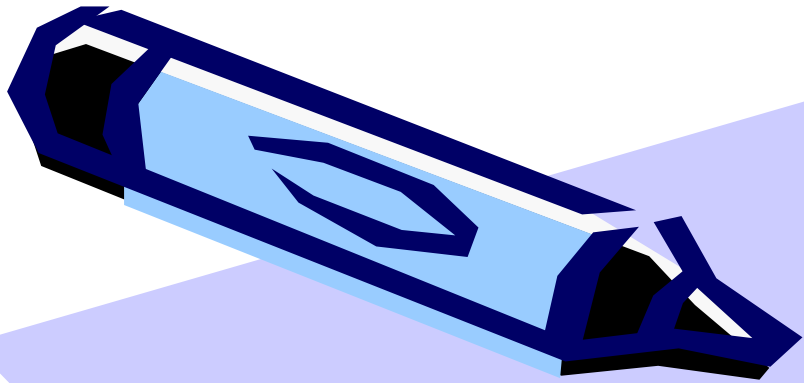
- Being available to answer staff questions
- Offering guidelines to One-Stop staff
- Presenting orientations on WIA and One-Stop services
- Coordinating workshops
- Offering information to the business community

A Facilitator

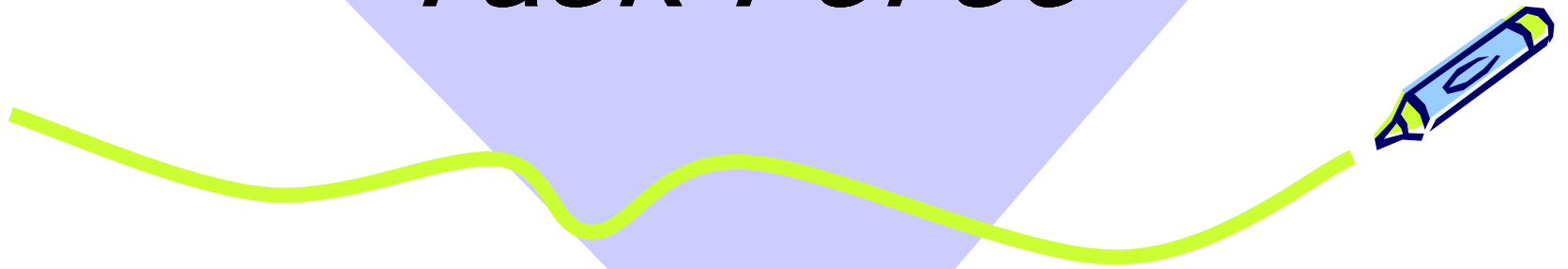
Examples include:

- **Bringing together multiple partners**
- **Coordinating staff training**
- **Improving communication between the One-Stop and partners**
- **Bridging the gaps between the business and human service communities**



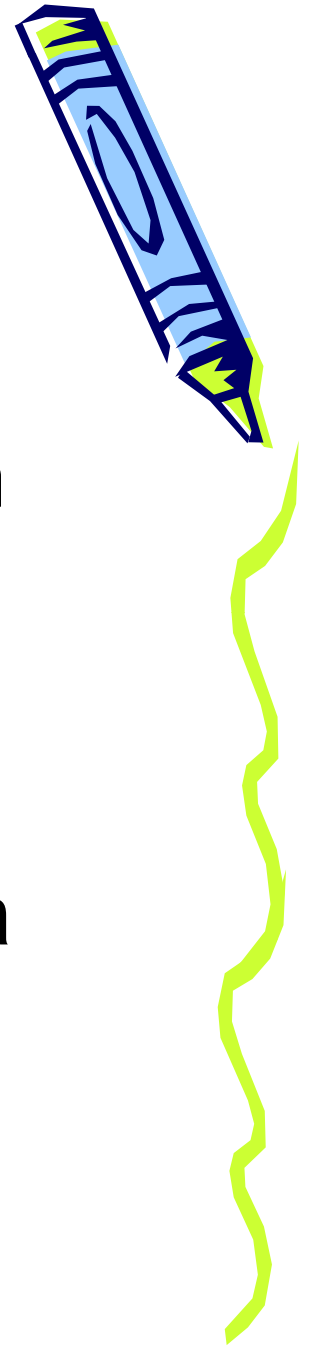


*The National Governors
Association Transition
Task Force*



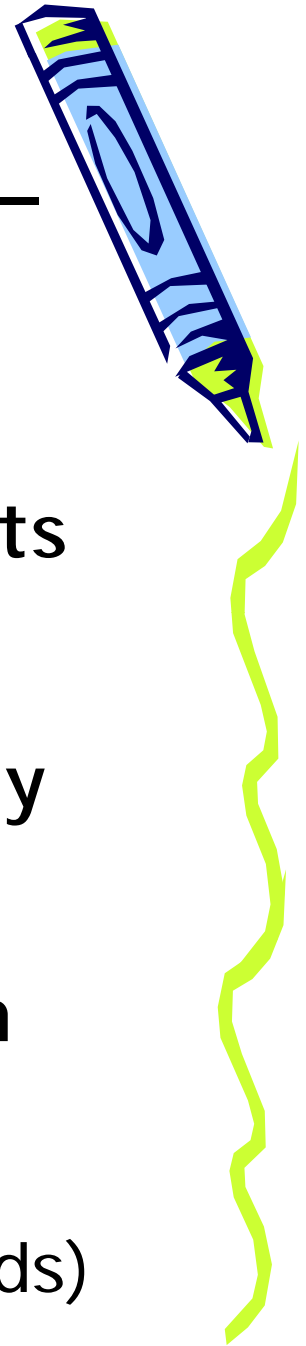
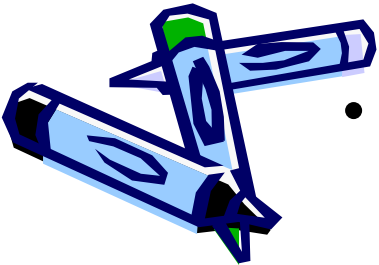
Montana was one of six states involved in the 2005-2007 National Governors Association Policy Academy to Improve Outcomes for Young Adults with Disabilities.

To ensure the State's participation results in systemic change, the Governor convened a task force to work toward creating a comprehensive, cohesive transition system.



Task Force Participants

- Governor's Office
- Budget Office
- Rural Institute Transition Projects
- Office of Public Instruction
- University of Montana - Disability Services
- Montana Youth Leadership Forum
- Montana Advocacy Program
- P.L.U.K. (Parents Let's Unite for Kids)

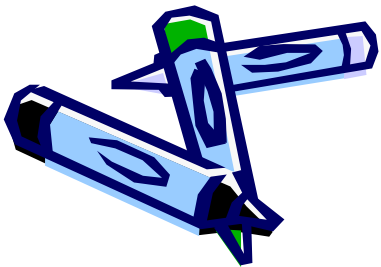


Task Force Participants



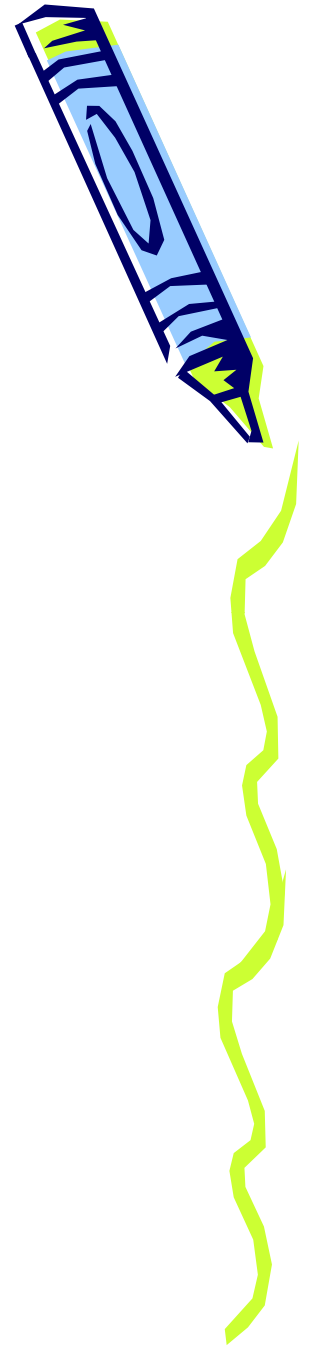
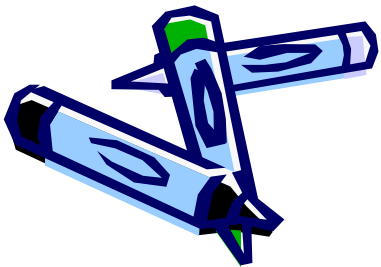
Dept Public Health & Human Services

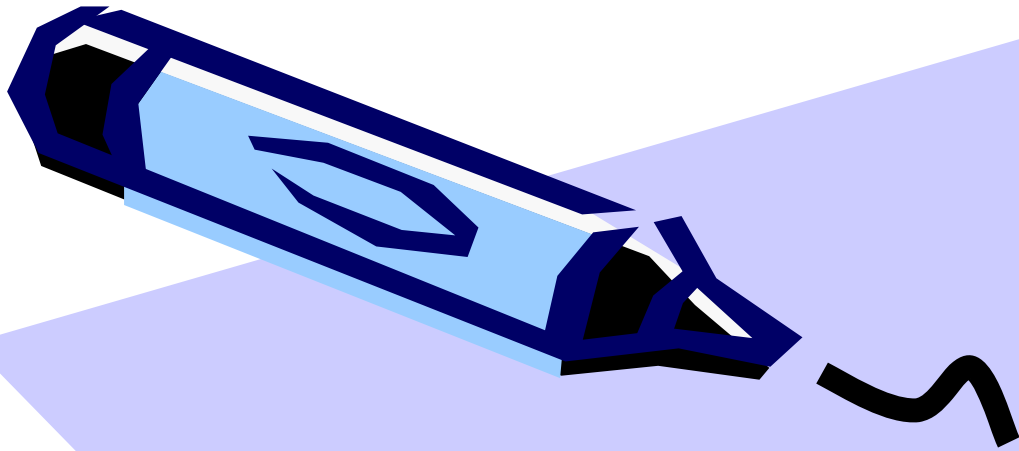
- Children's Mental Health Bureau
- Adult Mental Health Bureau
- Developmental Disabilities Program
- Vocational Rehabilitation



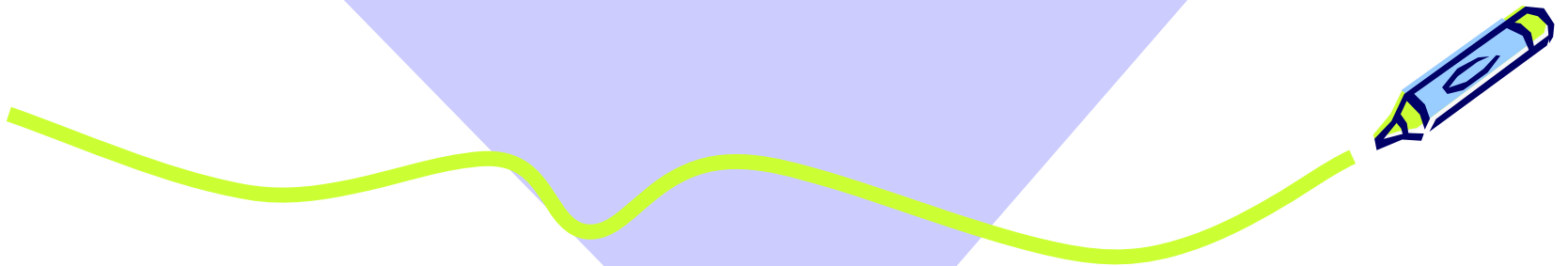
Task Force Participants

- Departments of
 - Corrections
 - Labor and Industry *
 - Fish, Wildlife and Parks
 - Military Affairs
 - Transportation
 - Administration
 - Commerce





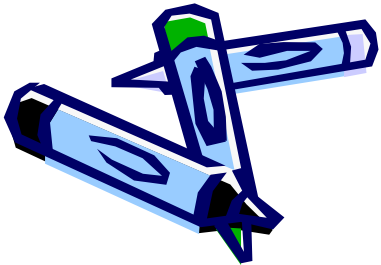
**What can we
do now?**



Job Service Staff



- We have been and will continue to assist people with AND without disabilities
- Now we can utilize our expertise to help job seekers to find the right resources
- Recommend getting Registered with Job Service to document and track our help

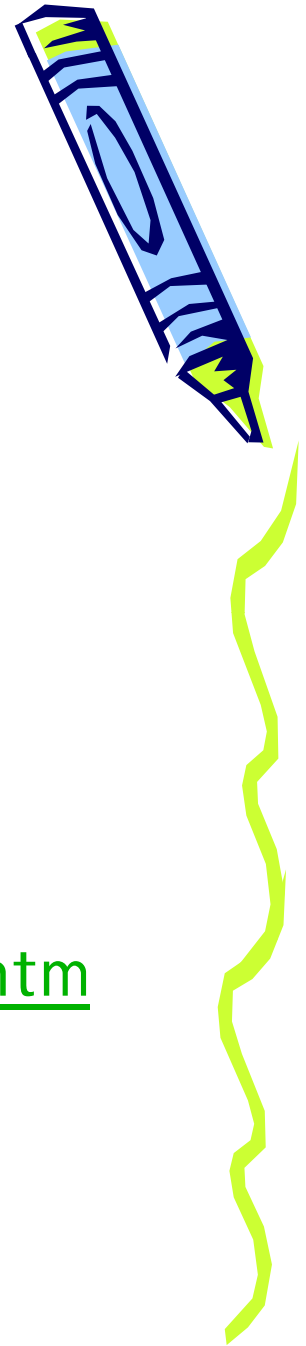


Businesses

- Awareness
- Reasonable Accommodation
- ADA
- EEOC
- Tax Credits

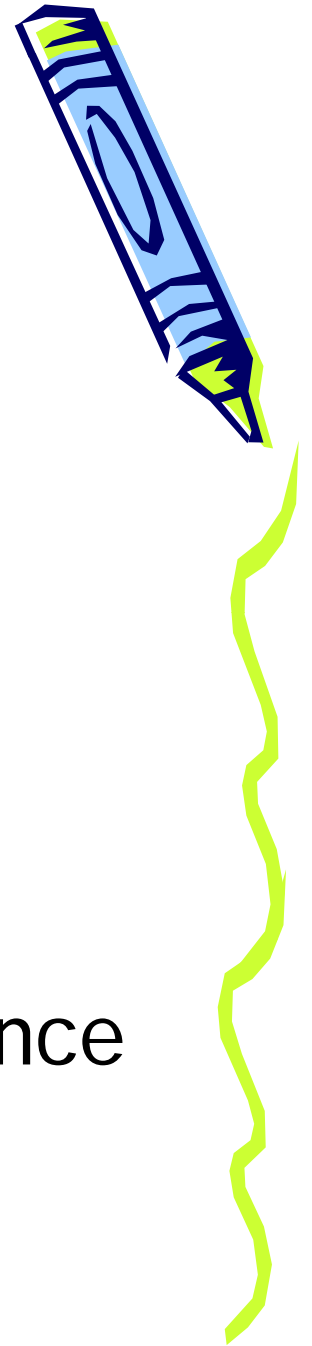
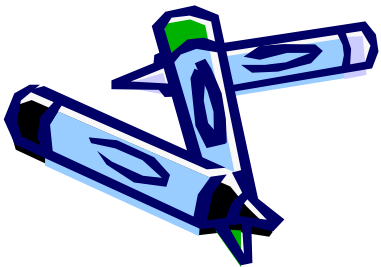
- <http://www.dol.gov/odep/pubs/ek97/tax.htm>

- Anything else?



Community Partners

- Collect Partner Contact Info
- Collect Partner Resources
- Create a reference of community resources available
- Eventually create an on-line reference



Additional Resources

- Tax Incentives For Business
 - <http://www.dol.gov/odep/pubs/ek97/tax.htm>
- Assistive Technology Tax Credits – RESNA information page
 - <http://128.104.192.129/taproject/policy/funding/taxcredit.html>
- Job Accommodation Network
 - <http://www.janwvu.edu>



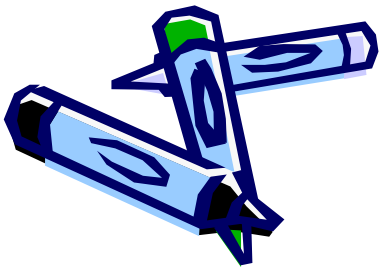
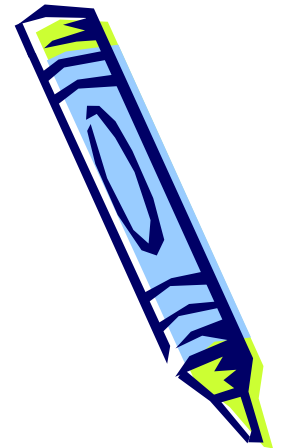
Additional Resources *(continued)*

www.disabilityinfo.gov (*Fed OneStop Site*)

www.doleta.gov/disability (*Disability Online*)

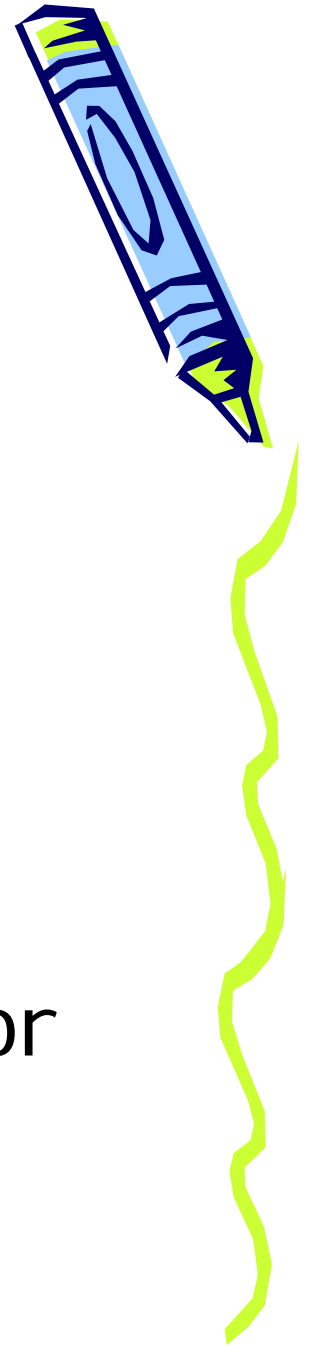
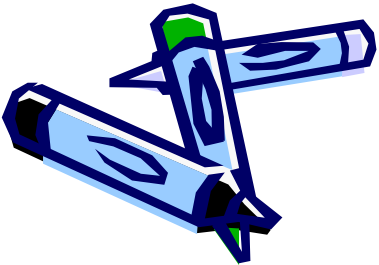
www.dol.gov/ebsa/ (*SS Benefits*)

www.janwvu.edu (*Reasonable Accommodations*)

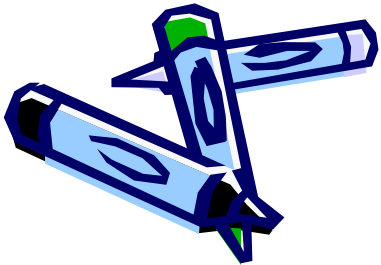
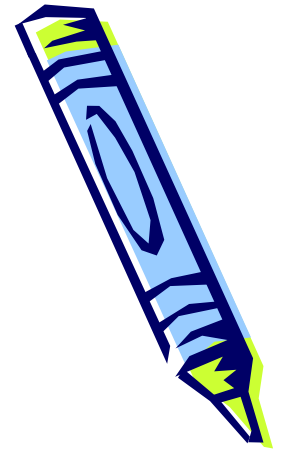


In Review

- List of Navigators
- 5 Roles of Disability Navigators
- Governor's Task Force
- What can we do?
- Additional Resources
- Collect/Create list of resources for each community



Questions?



*We wish you the best on
your life journey!*

