



ONE CITY. ONE JACKSONVILLE.

City of Jacksonville, Florida

Daryl Joseph, Director

Parks, Recreation and Community Services Department
214 N Hogan Street, 4th Floor
Jacksonville, FL 32202
(904) 255-7919
www.coj.net

Employment Subcommittee Meeting

Wednesday, March 20, 2019, 11:00am Conference Room, 2nd Floor, City Hall

Minutes

Members Present: Lisa Parlapiano, Dan O'Connor, Anida Pollo

Disabled Services Staff Present: Kevin McDaniel, Aaron Follis, Laura Davis, Lois Smokes

Members of the public present:

Mission: "The Jacksonville Mayor's Disability Council raises awareness of the needs of persons with disabilities by assisting in the formulation of Solutions to meet those needs by providing a public forum"

Meeting was called to order at 11:00 a.m.

Call to Global Disability Inclusion (GDI) Meg O'Connell, Anne Fitzsimmons to review the sessions that will be presented at the May 15th, 2019 ADA Symposium: 1) Reasonable Accommodations in the Workplace: what the cost is, how to communicate about it, common accommodations and 2) Moving from Compliance to Competitiveness: Making the business case for being competitive for a workforce that is being underutilized. Andy Traub (GDI) will present both sessions. Meg will check with Andy to see if he has all topic areas represented in photographs of accommodations being used in the workplace.

Dan O'Connor suggested inviting the Rehabilitation Engineer from Division of Blind Services to share accommodations that are commonly offered to individuals who are blind or visually impaired. Dan will let Laura know by mid-April if he needs a computer, Wi-Fi connection or any other resources for this table at the event. Further discussion led to agreement that an Accommodation Panel of experts will be invited to show photos of accommodations in action and bring accommodation items to be demonstrated and discussed. Laura will verify with the library that we have the availability of a room to have this session.

The proposed panel:

1. Division of Blind Services (DBS) Rehabilitation Engineer – (Dan O'Connor will contact)



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2. Florida State College Jacksonville (FSCJ) Associate Director of Student Success Denise Giarusso -Anida Pollo will contact)
3. CareerSource – Disability Program Navigator – (Lisa Parlapiano will contact)
4. Florida Alliance for Assistive Services and Technology (FAAST) Eric Witherspoon (Lisa Parlapiano will contact)
5. Vocational Rehabilitation – (Dan O’Connor will contact)
6. Jacksonville Public Library – Chris Eaton – Talking Books (Lisa will contact)

Meg stated that Andy would have time to present a few items and share the function of the device with the attendees. Kevin McDaniel will submit photos of accommodations in action.

HR recertification credits will be provided by GDI for symposium attendees.

Meg O’Connell said that the GDI presentation will also include information regarding the disconnect between the environment and all people, not only just those with a disability (Universal Design). Countries around the world are responding to the UD definition and planning/adapting workspaces to provide access for all.

Laura Davis is working with PIO to get the ADA Symposium flyer approved. Registration will open March 22, 2019 and Disabled Services will oversee this process.

Agency Cohort / Business Cohort ideas for future collaboration with the City of Jacksonville was discussed. Andy Traub will invite ADA Symposium attendees to meet as a group and discuss best practices and current programs in other areas of the U.S. where GDI has worked/is working to create these cohorts. Municipalities throughout Florida will be invited to attend.

Discussion proceeded with the proposed Internship Initiative and partnering with the Independent Living Resource Center of NE Florida. Tyler Morris will be sending a draft MOU to Kevin McDaniel within the next week. Work is being done to clarify how to concisely write the guidelines and responsibility of providing Worker’s Compensation for prospective interns.

Dan O’Connor discussed Apprenticeship Programs asked how to tap into the state contact for this program. Meg has videos and information on apprenticeship programs. For 5 years, UPS –



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pre-training, pre-screening headquarters in Louisville, KY which provides hard and soft skills. This is UPS' main recruiting model and UPS has an 83% retention rate. Many companies are beginning to utilize apprenticeship programs to train their own workforce and the idea is growing throughout the business arena in the U.S. Other examples are Walgreens and Amazon.

Kevin McDaniel will present information to the Jacksonville, OFCCP (Office of Contract Compliance Programs) to provide training on how businesses connect to workforce talent including workers with disabilities April 15th, 2019.

The Reverse Job Fair was briefly discussed, and deeper planning will occur beginning in June, after the ADA Symposium concludes.

Chamber Update: Kevin McDaniel informed the group that we are awaiting approval from COJ administration for Disabled Services Division to join the Jax Chamber. No cost is associated with membership.

Meeting was adjourned at 12:48 p.m.

Next subcommittee meeting scheduled for April 10th, 2019 at 11:00am at City of Jacksonville City Hall 2nd floor, Conference Room C.

Chair: Lisa Parlapiano

Co-Chair: Dan O'Connor

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