



INCLUSIVITY
IS NOT JUST A
CHECKBOX



New Mexico
Workforce Connection

A Proud Partner of the American Job Center Network

HELLO & WELCOME

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WHAT IS THE DIFFERENCE BETWEEN DIVERSITY & INCLUSION?

Diversity in the workplace describes the variation in personal, physical, and social characteristics, such as gender, ethnicity, age, and education.

Inclusion refers to the procedure's organizations implement to integrate everyone in the workplace, allowing their differences to coexist in a mutually beneficial way. The goal of inclusion strategies is to make everyone feel accepted and comfortable, ready to share their opinions and thoughts without hesitation.



Verna Myers is an American diversity consultant, author, lawyer, and corporate executive with Netflix.

“**DIVERSITY** is being invited to the party. **INCLUSION** is being asked to dance.”

-Vernā Myers



WHAT DO YOU SEE IN THIS PICTURE?



A few ingredients, kind of boring....

Diversity is the mix.

BACON, LETTUCE & TOMATO SANDWICH!



Inclusion is . . .
*“Making the
Mix Work”*



NEW MEXICO WORKFORCE CONNECTION OFFICES ARE DESIGNED TO MAKE THE MIX WORK!

Our Culture

We want our customers to:

- Feel Comfortable
- Be Confident
- Be themselves

Our Staff

- Works in a way that suits our customers
- Can be impactful
- Treats everyone with respect

Focusing on inclusion does not prevent us from thinking about, discussing, or acting on diversity and equality.

EQUALITY, EQUITY, & DIVERSITY

- **Fair treatment of everyone**
- **Equal possible outcomes for everyone, because despite effort & merit, people can experience barriers in the workplace**
- **Diversity, because we work with a mix of people**

**WE ENCOMPASS THE ABOVE & THAT MAKES OUR
WORKPLACE INCLUSIVE!**

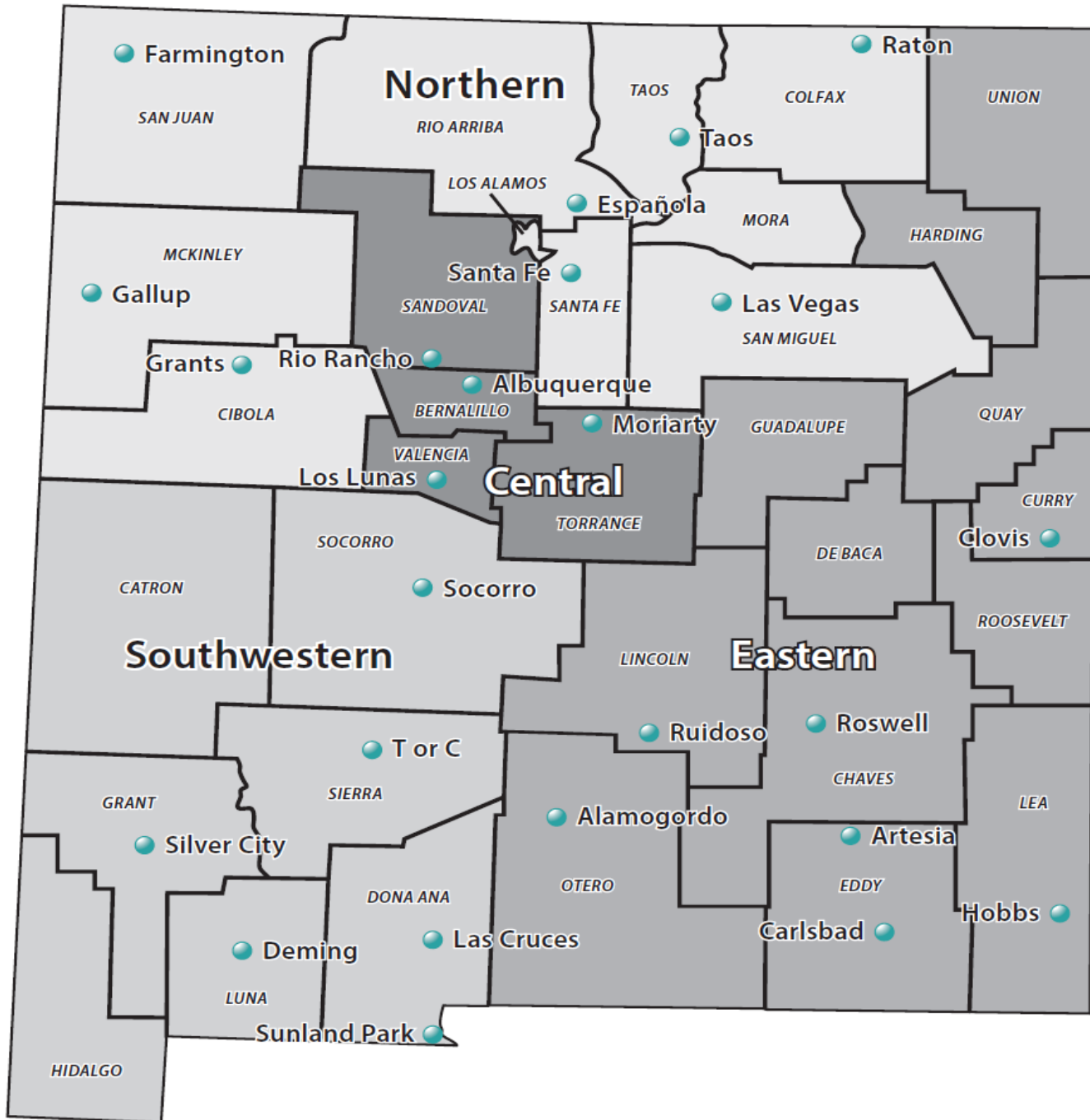
IT IS NOT A CHECKBOX; IT IS WHO WE ARE

New Mexico Workforce Connection

A Proud Partner of the American Job Center Network

Local one stops established to provide a variety of workforce development programs & services

- New Mexico Workforce Connection Center
- Central Area Workforce Development Board
- Eastern Area Workforce Development Board
- Southwestern Area Workforce Development Board
- Northern Area Workforce Development Board



WHAT DOES OUR WORKFORCE CONNECTION OFFICES DO?

We Serve

- Unemployed
- Underemployed
- Youth/Young adults
- Veterans/veteran spouses
- Individuals with disabilities
- Everyone

We Provide

- Assistance with career success
- Center Resources
- Employment Preparation
- Workshops
- Partner Referrals
- Education and Training Opportunities

Employment Preparation

- Career counseling
- Labor Market Information
- Career exploration & planning tools
- Assessments
- Job interview Preparation
- Resume Preparation
- Job Application Assistance

Job Search

- Job fairs & recruitment events
- Job search assistance
- Job match based on interests & skills

Educational Workshops

- Resume & Interview Skills
- Soft skills
- Job search basics
- Basic computer skills

Center Resources

- ADA compliance
- One Stop-Certification
- Language Interpreter Services
- Telephones
- Computers
- Fax and copiers

Education and Training Services

- Funding to cover cost of training
- Serves: Adult, Dislocated Workers and Youth
- Focus on individuals with disabilities and other barriers
- Supportive Services

Types of Training

- Occupational Skills Training
- Pre-Vocational
- Workforce Preparation
- On-The Job Training
- Work Experience

Types of Supportive Services

- Tools and Supplies
- Uniforms
- Transportation
- Exam Fees

Tools and Resources Used

- Comprehensive Assessments
- IEPs
- Other Disability Documentation
-

WE DON'T DO IT BY OURSELVES, WE HAVE A PARTNERS

- WIOA Adult & Dislocated Worker
- WIOA Youth
- Employment Services
- Trade Adjustment Assistance (TAA) Program
- Reemployment Services and Eligibility Assessments (RESEA) Program
- Veteran Services Program
- New Mexico Works-Wage Subsidy & CareerLink Programs
- Adult Education and Literacy
- NM Division of Vocational Rehabilitation
- SCSEP (Goodwill)
- Help-NM Community Service Block Grant
- TANF (NM Human Services Department)
- Job Corps
- Unemployment Insurance Program
- Chamber of Commerce
- Business Organizations (SBA & SBDC)
- Economic Development



**BUSINESS
SERVICES**

**WE ALSO HELP
BUSINESSES WHO NEED
ASSISTANCE IN
RECRUITING QUALIFIED
CANDIDATES**

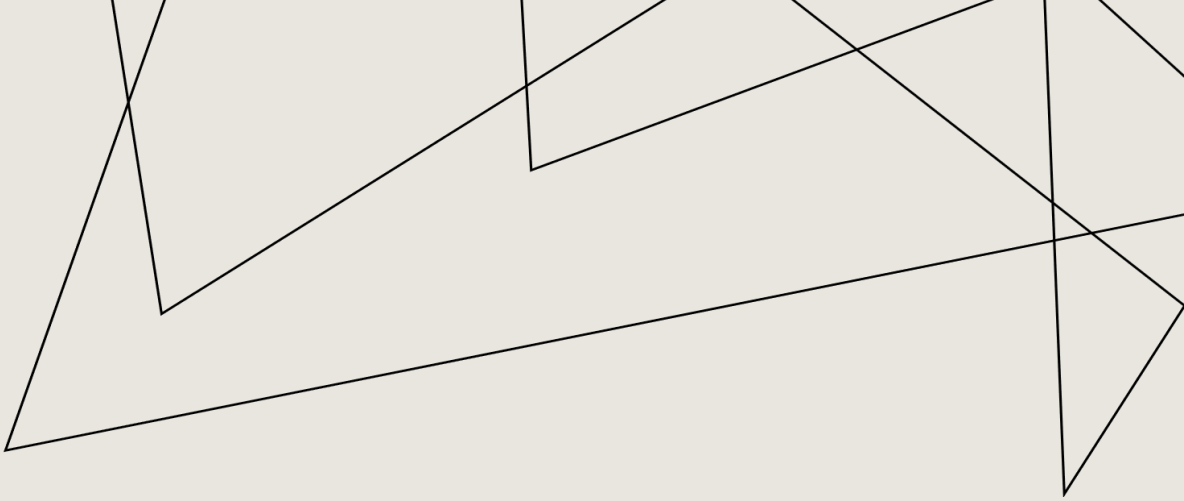
**BUSINESSES MUST BE IN
GOOD STANDING, COMPLY
WITH ALL STATE AND
FEDERAL POLICIES AND ARE
EXAMINED FOR LEGITIMACY.**



ACCESSIBILITY
SUPPORTS FOR CAREER
READINESS

SHERYL TRAIL

DEPARTMENT OF WORKFORCE SOLUTIONS ASSESSMENTS



SHL KX Skills Collection

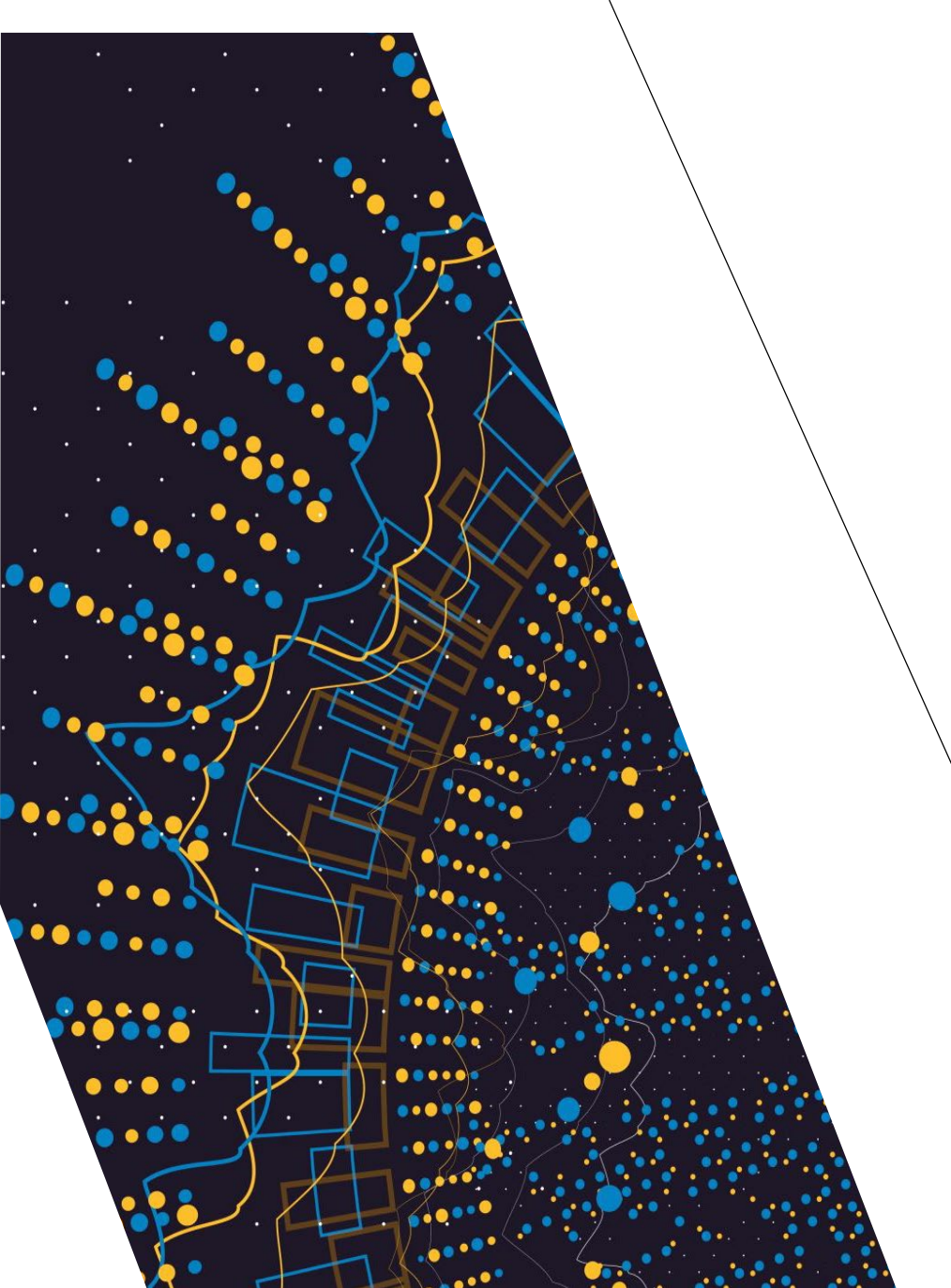
KX Skills Collection use behavioral science techniques to measure traits, skills, and if of candidates and/or employees. Content validated and focus on real-life scenarios and knowledge-based actions to assess the skill level of a particular skill set.

Most assessments are approx. 30 min. long

ACT WorkKeys

ACT WorkKeys is a system of assessments, curriculum, and job profiles that build and measure essential workplace skills. The assessments measures a range of hard and soft skills relevant to any occupation, at any level, and across industries.

Most assessments are approx. 1hr long



Visual impairment

- SIGN LANGUAGE INTERPRETER FOR VERBAL INSTRUCTIONS
- PRINTED COPY OF VERBAL INSTRUCTIONS (FOR THE EXAMINEE TO READ)
- PREFERENTIAL SEATING
- HEARING ASSISTIVE TECHNOLOGY (AUDIO AMPLIFICATION, FM/DM SYSTEM)

Hearing impairment

- HUMAN READER
- PRE-RECORDED AUDIO (URL)
- SCREEN READER SOFTWARE
- BRAILLE, BRAILLED RESPONSE
- SCRIBE (TO MARK OR ENTER RESPONSES)
- TIME REMAINING INDICATOR
- EXTRA TESTING TIME
- ACCESSIBLE CALCULATOR

Learning disability

- HUMAN READER
- TEXT-TO-SPEECH SOFTWARE
- PRE-RECORDED AUDIO (URL)
- EXTRA TESTING TIME
- SCRIBE (TO MARK OR ENTER RESPONSES)

Physical disability

- EXTRA TESTING TIME
- BREAKS AS NEEDED (STOP-THE-CLOCK BREAKS)
- SCRIBE (TO MARK OR ENTER RESPONSES)
- MEDICAL MONITORING DEVICE (NOT PHYSICALLY ATTACHED TO THE EXAMINEE)
- ADAPTIVE DEVICE/TECHNOLOGY (E.G., ADAPTIVE SEATING)

ACCESSIBILITY SUPPORTS APPLY TO ALL EXAMINEES.

Standardized testing experience should be the same for all examinees.

We strive to provide equitable access during the test without compromising the validity of test results.

Adjustments to the testing environment require advance planning to deliver.



DISTRICTS, SCHOOLS, AND ADMINISTRATIVE AGENCIES HAVE THE AUTHORITY TO PROVIDE DESIGNATED SUPPORTS FOR ANY EXAMINEE IF TEST SECURITY IS NOT COMPROMISED AND TESTING ENVIRONMENT REQUIREMENTS ARE MET.



We are committed to making assessments accessible for all examinees.

If you still have questions about accessibility supports, please contact:

Sheryl Trail

Program Coordinator

Phone: (505) 841-8488

Email:

Sheryl.Springer@dws.nm.gov

QUESTIONS?

THANK YOU

