

Dwayne Norris

Senior Vice President and Director, AIR



Dwayne Norris is a senior vice president and director of the Workforce and Lifelong Learning Program. He has more than 20 years of experience working with government and commercial clients to design, develop, implement or evaluate human performance systems, particularly those focused on work performance. Dr. Norris' specific areas of expertise include job analysis and competency modeling, assessment, talent management and workforce development. Dr. Norris regularly serves in a technical role across many different projects, providing design, development, review and quality control oversight.

Throughout his career, Dr. Norris has studied a wide variety of jobs and developed workforce solutions for numerous federal agencies and private organizations, including the Department of State, the Federal Aviation Administration, the College Board, Detroit Edison, and the Society of Human Resource Management. He is currently serving a five-year term on the Board of Examiners for the Department of State, providing expert oversight to the selection process for Foreign Service Officers. He is also an invited member of an Organisation of Economic and Co-operative Development workgroup to address the measurement of skills and skill use in the Programme for the International Assessment of Adult Competencies. Dr. Norris holds a Ph.D. in industrial and organizational psychology and is an active member of many professional societies including the Society of Industrial & Organizational Psychologists and the Society of Human Resources Management.

Currently at AIR, Dr. Norris leads the Workforce and Lifelong Learning Program, which focuses on improving the opportunities and working lives of youth and adults by: empowering individuals through basic and work-related skill development; helping employer's design and implement evidence-based people strategies, systems and practices; facilitating evidence-based practices in adult learning and workforce development; and improving the lives and work outcomes of individuals with disabilities.



AMERICAN INSTITUTES FOR RESEARCH®

@AIR_Info
#DisabilityLabor

One Size Does Not Fit All: Improving Workforce Participation for People with Disabilities

Tuesday, Oct. 6, 2015 | U.S. Capitol Visitor Center, Room HVC-200, First Street Northeast, Washington, D.C.

Schedule

10:00 a.m. – 11:00 a.m.

Registration and Breakfast

Welcome

Dwayne Norris
Senior Vice President, AIR

Introduction

Michael Gamel-McCormick
Associate Executive Director, AUCD

Presentation

**One Size Does Not Fit All:
A New Look at the Labor Force
Participation of People with Disabilities**

Dahlia Shaewitz
Principal Research Analyst, AIR

Discussion

John O'Neill
Director of Employment Research,
Kessler Foundation

Richard G. Luecking
President Emeritus, TransGen Inc.

Madeleine Will
Co-founder and Chief Policy Advisor,
Collaboration to Promote Self-
Determination

Q&A

BIOGRAPHIES

Dahlia Shaewitz

Principal Research Analyst, AIR



Dahlia Shaewitz leads the disability and rehabilitation practice area within AIR's Workforce and Lifelong Learning Program. Shaewitz serves as co-principal investigator with Gallaudet University for a Rehabilitation Engineering Research Center funded by The National Institute on Disability,

Independent Living and Rehabilitation Research (NIDILRR) to train consumers and disseminate information about hearing assistive technology to consumers and technology providers. She also leads knowledge translation technical assistance tasks for the NIDILRR-funded Model Systems Knowledge Translation Center (www.msctc.org) to support rehabilitation researchers in their work to improve outcomes for people with spinal cord injury, traumatic brain injury and burn injury. In 2014 and 2015, she served as senior advisor to develop the National Council on Disability's annual progress reports, which provide the White House and Congress a look at the state of U.S. disability policy. The reports identify current and emerging issues affecting the lives of people with disabilities and gives policy recommendations.

Shaewitz serves as deputy project director for the national accountability system for adult education in which she provides policy guidance and support to federal and state agencies, and designs and implements



AMERICAN INSTITUTES FOR RESEARCH®

training on accountability issues including changes due to the Workforce Innovation and Opportunity Act. She also assists the DC Public Charter School Board in creating and implementing performance indicators to measure program effectiveness and program quality of their adult education public charter schools.

Additionally, Shaewitz coordinates an education policy fellowship program through the Institute on Educational Leadership to support emerging leaders in public policy to acquire new perspectives and skills needed to function effectively in the increasingly complex, political, and changing environment of local, state and national policy. Shaewitz holds a master's degree in diplomacy, a bachelor's degree in psychology with a focus on government and politics, and is currently enrolled in the Johns Hopkins University master's in writing program. Shaewitz hails from a deaf family and is fluent in American sign language.

Michael Gamel-McCormick

Associate Executive Director for Research and Policy, Association of University Centers on Disabilities



Michael Gamel-McCormick is the Associate Executive Director at the Association of University Centers on Disabilities, representing university programs in all states and territories. Prior to joining AUCD in November 2014, he was the disability policy director with the Senate Committee on Health, Education, Labor and Pensions under the chairmanship of Sen. Tom Harkin.

Dr. Gamel-McCormick was professor and dean of the College of Education and Public Policy at the University of Delaware, the interim chair of the Department of Human Development and Family Studies, and the director of the Center for Disabilities Studies. He has also been the director of a rural early intervention program, the director of health and education services at a large urban community services agency, the coordinator of an early childhood special education technical assistance center and a preschool teacher.

Dr. Gamel-McCormick is a co-author of *Young Children with*

Special Needs: A Developmentally Appropriate Approach and numerous articles on early intervention, Head Start and professional development. He has a Ph.D. in human development and education from Virginia Commonwealth University, a master's in counseling from the University of Wisconsin, and two bachelor's degrees from the University of Delaware in child development and psychology.

Richard G. Luecking

President Emeritus, TransCen Inc.



Richard G. Luecking is president emeritus of TransCen, Inc., a nonprofit organization dedicated to improving employment success of people with disabilities. During his 28 year tenure with TransCen, he has been responsible for the implementation of numerous model demonstration and research projects related to school-to-work transition and employment of individuals with disabilities. Dr. Luecking has held leadership positions in several national transition and disability employment initiatives and is the author of numerous publications on related topics, including the book, *The Way to Work: How to Facilitate Work Experiences for Youth in Transition* (Brookes Publishing Company, 2009). He currently leads the Center on Transition to Employment for Youth with Disabilities, which is examining factors that promote success for young people making the transition from school to adult employment. He also recently completed an assignment as a policy advisor to the Office of Disability Employment Policy of the U.S. Department of Labor where he helped establish its national Employment First initiative.

John O'Neill

Director of Employment Research, the Kessler Foundation



John O'Neill is the director of employment and disability research at the Kessler Foundation and project co-director of two NIDILRR-funded Rehabilitation Research and Training Centers: Disability Statistics and Demographics RRTC, and Individual-Level Characteristics Related to Employment Among Individuals with Disabilities RRTC. He was a principal for 10 years within the NIDILRR-funded RRTC on the Community Integration of People with Traumatic Brain Injury, where he led a research project to expand and evaluate an innovative approach for providing vocational rehabilitation services to people with TBI. He also worked for more than eight years on NIDILRR-funded research to improve the quality of vocational rehabilitation services available to persons living with AIDS. For six years Dr. O'Neill sat on the New York State Rehabilitation Council and was that Committee's representative working with the State vocational rehabilitation agency to create a comprehensive system of personnel development. As part of his Council involvement, he chaired the Quality Assurance and Improvement Committee where he oversaw the New York State vocational rehabilitation agency needs assessment. Dr. O'Neill also directed the graduate program in rehabilitation counseling at Hunter College-CUNY for 25 years.

Madeleine Will

Co-founder and Chief Policy Advisor, Collaboration to Promote Self-Determination



Madeleine Will has been a leading advocate for persons with disabilities for several decades. She has led successful efforts at the local, state and national levels to improve services for children and adults with disabilities. More recently, she has worked to bring about the holistic and systemic modernization of supports for adults with disabilities so that these citizens can work, save and live the best possible life in the community.

In 2008, Will co-founded the Collaboration to Promote Self-

Determination with leaders of the Fragile X Foundation and Autism Society. Since that time, she has helped to expand this advocacy coalition to include 22 national disability organizations. CPSD has been instrumental in developing a package of three bills entitled the Transitioning towards Excellence in Achievement and Mobility Act, introduced in 2013, and supporting a multi-year effort to advocate for the passage of the Stephen H. Beck Achieving a Better Life Experience Act of 2014, which now allows individuals with disabilities and their families to create a tax-advantaged savings account to help pay for disability-related expenses across the lifespan.

Will previously served as director and vice president of public policy for the National Public Policy Center for the National Down Syndrome Society; chairperson of the President's Committee for People with Intellectual Disabilities; and consultant for U.S. nonprofits focused on developing community-based services and supports to people with disabilities in several countries. During a tenure in government, she served as assistant secretary of the Office of Special Education and Rehabilitation Services in the U.S. Department of Education.

Will has received a number of awards, including the Allan Jensen Humanitarian Award for Outstanding Leadership from the National Disability Institute in 2013; the Ally of the Year Award from the Autistic Self-Advocacy Network in 2012; the Allen C. Crocker Award of Excellence from the Massachusetts Down Syndrome Congress in 2009. Will is the parent of three children. Her son, Jonathan, has Down syndrome.