



Workforce Issuance

100 DCS 08.131

☐ Policy ☒ Information

To: MassHire Workforce Board Chairs
MassHire Workforce Board Directors
MassHire Career Center Directors
MassHire Fiscal Officers
MassHire DCS Operations Managers

cc: WIOA State Partners

From: Diane Hurley, Acting Director
MassHire Department of Career Services

Date: December 10, 2024

Subject: **TEN 13-24 - Updated Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide (2024)**

Purpose: To notify MassHire Workforce Boards, MassHire Career Center Operators and other local workforce partners of Training and Employment Notice (TEN) 13-24, released December 3, 2024, through the Department of Labor (DOL) Employment and Training Administration (ETA): *Updated Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide (2024)*. This updated guide builds on the previous guide, published in 2019, that helps the American Job Centers (AJCs) and their programs provide services in accordance with nondiscrimination and equal opportunity requirements

Background: The Department previously issued Promising Practices In Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide 2 (Reference Guide) in 2019 to assist AJC programs by providing updated information and technical assistance, including promising practices, that

An equal opportunity employer/program.

Auxiliary aids and services are available upon request to individuals with disabilities.

TDD/TTY 1-800-439-2370 - Voice 1-800-439-0183

correlate with specific nondiscrimination and equal opportunity requirements found in Section 188 of WIOA and the regulations implementing Section 188 of WIOA.

The Department has updated the Reference Guide to provide the workforce system with additional practices, ideas, and resources. These updates address the systemic barriers that individuals with disabilities may face due to their intersecting identities. The aim is to enhance the cultural competence of service providers who work with these individuals.

The updated Reference Guide, available at:
[Promising Practices In Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide | U.S. Department of Labor.](#)

Action

Required: Please share with all appropriate managers, staff and partners.

Effective: Immediately.