DVR Update
Workforce Innovation and Opportunity Act

Sarah Lincoln, Policy Analyst
Division of Vocational Rehabilitation
Department of Workforce Development

Rehabilitation for Wisconsin
February 9, 2016
Congressional Intent

- Common Measures with other partners
- Unified/Combined State Workforce Plans
- Larger role for VR to serve students earlier in high school
- VR role in providing competitive integrated employment opportunities prior to a referral to subminimum wage employment
- VR to serve as experts with Job Center partners
- VR to expand employer relations
- VR to serve on State Workforce Board

Final Regulations-June 30, 2016
**Employment Rate - Retention Measures**
% of participants employed Q2 after exit.
% of participants employed Q4 after exit.

**Earnings**
The median earnings of participants employed Q2 after exit.

**Employer Effectiveness**
Percentage of Employers/Businesses receiving a WIOA service
Repeat Employer/Business customers

**Credential Rate**
% participants who obtain a recognized postsecondary credential,
or a secondary school diploma
or its recognized equivalent during participation,
or within 1 year after program exit.

**Skills Gain**
% of participants in education/training leading to credential or employment during program year, achieving measurable skill gains.
Pre-Employment Transition Services

- Must provide to students with disabilities up to age 21 in HS and/or participating in a post secondary education program.
- Increased outreach to schools
- New required services provided to students
  - Career Counseling
  - Work-Based Learning
  - College Counseling
  - Soft Skills
  - Self-Advocacy
New Definition for **Competitive Integrated Employment:**

- Performed on a full-time or part-time basis;
- Compensated not less than the applicable State or local minimum wage law (is the customary wage);
- Is eligible for the level of benefits provided to other employees;
- At a location-Typically found in the community; where the employee with a disability interacts with other persons and;
- Presents opportunities for advancement.
STUDENTS
Includes: Age 14-Age 21 in an Educational or Training Program

Required Documented Services and Activities:

School - Transition Services

DVR - Career Counseling
DVR - Work-Based Learning
DVR - College Counseling
DVR - Soft Skills
DVR - Self-Advocacy
YOUTH

Includes: Ages 14-to Age 24 not in School-Who are considering Sub-minimum wage work:

**Required Documented Services and Activities:**

- **School**-Transition Services AND **DVR** Case-Ineligibility OR
- Individualized Plan for Employment including work trials and unsuccessful case closure AND Career Counseling and Employment Information
WORKERS IN SUBMINIMUM WAGE JOBS
Includes: All workers currently earning subminimum wage

Required Documented Services:
DVR-Yearly meeting to include career counseling and information about competitive integrated work opportunities and support services.
• Workers in their first year following closure of their DVR case must have a meeting with DVR every six months for 2 years.

Subminimum Wage Employer- Information about local self-advocacy, self-determination and peer-mentoring opportunities.
DVR is working with a Contractor to provide the annual Competitive Employment Service and required documentation for the 8200 workers in Wisconsin.

- Service will be statewide
- Meetings in local communities
- Allow for flexible timeframes
- Include guardian participation
- Cooperative with Employer participation and coordination
- Expected to begin September/October 2016
Next Steps

• Final Regulations Review
• Changing services-focus on capacity
• Begin Competitive Employment Services
• Coordination with 14 C employers and DVR offices
• Partnerships key in successful implementation

Department of Health Services
Long Term Support
Department of Public Instruction
• Potential waitlist concerns
• Potentially eligible students
• Service provider capacity
• New service technical specifications
• New PETS services that need to be developed
• New MOU’s with multiple partners
Workforce Innovation and Opportunity Act – Regulations

• Rehabilitation Services Administration
http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html

• Federal Regulations
https://www.regulations.gov/

• Department of Labor-Fact Sheet 39H
https://www.dol.gov/whd/regs/compliance/whdfs39h.htm
Thank You!

Sarah Lincoln
Sarahj.lincoln@dwd.wisconsin.gov
http://dwd.wisconsin.gov/dvr
Employment Services in Long Term Care

Janet Estervig
Employment Initiatives Section Chief
The Division of Vocational Rehabilitation (DVR) has 4,500 people in jobs with 1,300 receiving long-term care (LTC).

Students with disabilities in the long-term care system account for approximately five percent of the student population that receives special education or 504 support.
Supports from Transition to Employment

- **School Services**
  - 14-21 years old
  - Children’s LTC
  - up to 22 years old

- **DVR**
  - Workforce Innovation & Opportunity Act (WIOA) priority
  - 14-24 years old

- **Employment with Adult LTC Supports**
  - Following DVR and school services
  - 18 years and older
Collaboration

• Congressional intent was very clear to support a consistent message for a seamless transition from school through DVR into adult LTC.

• Communication is critical across programs to achieve successful integrated employment outcomes.
Purpose of Long Term Care

• Support community-inclusive lives for youth and adults with long-term care needs

• All people with disabilities served in our long-term care system will be given the opportunity to have an integrated job in their communities.
LTC Can Assist Youth With…

- Exploring their interests and talents
- Finding opportunities to gain independence and increase self-determination skills
- Setting goals and creating a vision
- Planning for legal changes, including new rights and responsibilities
- Applying for adult long-term support programs
- Referring to DVR
- Referring for Work Incentives Benefits Counseling
Allowable Employment Services in Medicaid Waivers Benefits Package

• Prevocational Services
  – Facility-based prevocational services are only allowable in the adult waivers, not children’s

• Supported Employment
  – Individual and Group
  – To receive long-term care employment services the person will first utilize available services through their Individual Education Plan (IEP) (school) and Individualized Plan for Employment (IPE) (DVR)
LTC Prevocational Services

- Employment goal or outcome for people using LTC funding for prevocational services
  - facility or community based
- Path to integrated employment
- People receiving sub-minimum wages need to:
  - meet annually with a DVR contractor to discuss options to pursue integrated employment
Federal and State LTC Employment Requirements

• Center for Medicare and Medicaid Services (CMS) Informational Bulletin – September 16, 2011

• Employment goal requirements in Wisconsin’s LTC programs
Payer of Last Resort
Family Care and Include, Respect, I
Self-Direct (IRIS)

- “Documentation is maintained that the service is not available under a program funded under the Rehabilitation Act of 1973 (DVR) or the IDEA (schools).”
Next Steps for Interagency Collaboration

- Joint communications
- Provider capacity
- Department of Workforce Development (DWD) and Department of Health Services interagency agreement
- Transition Action Guide for Youth
- Technical Assistance Guide for Adults with disabilities updates
WIOA Section 511 and LTC

• A DVR contractor will be meeting with over 5,000 long-term care participants receiving subminimum wages
  – WIOA Section 511 requirements
• Interdisciplinary Teams (IDTs), IRIS consultants (ICs), and case managers will work with these long-term care participants to promote integrated employment outcomes in coordination with DVR and schools.
Contact Us

Janet Estervig, Employment Initiatives Section Chief
Bureau of Children’s Services
Janet.Estervig@wisconsin.gov