



WIOA and Vocational Rehabilitation
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Workforce Innovation and Opportunity Act—WIOA
Signed July 22, 2014 by President Obama
Rules Pending

1) Unified State Plan (effective July 2015)

- a. Core Programs
 - i. Workforce Programs (adult, youth and dislocated workers)
 - ii. Adult Education and Literacy
 - iii. Wagner-Peyser (Job Service)
 - iv. Vocational Rehabilitation

- b. One Stop Delivery System
 - i. Career services
 - ii. Training Services
 - iii. Access to specified E & T activities
 - iv. Access to programs and activities carried out by One-stop/Job Center partners
 - v. Access to data, information, and analysis

- c. Common Items
 - i. Performance Measures
 - 1. Entering and retaining employment; 2nd and 4th quarter measures
 - 2. Median earnings
 - 3. Obtaining an educational credential—HS diploma, post-secondary credential
 - 4. Skills gains via post-secondary education and training
 - 5. Effectiveness in serving employers
 - ii. Intake
 - iii. Case Management
 - iv. Reporting

- 2) Portions Particular to Vocational Rehabilitation-immediate affect with enactment**
- a. Part of Unified State Workforce Plans (required partner on Governor's Council)
 - b. Role in stemming tide to direct referrals to subminimum wage
 - c. Larger role for VR to serve youth earlier in high school
 - i. Defines "student with disabilities"
 - 1. Pre-employment Transition Services (PETS)
 - a. Job exploration counseling
 - b. Work-based learning experiences
 - i. May include in-school or after school opportunities, or experience outside the traditional school setting (including internships), that is provided in an integrated environment to the maximum extent possible.
 - c. Counseling on opportunities for transition or post-secondary educational or higher education programs
 - d. Workforce readiness training to develop social skills and independent living
 - e. Instruction in self-advocacy which may include peer mentoring
 - 2. Requires expenditures of 15% of annual federal grant—nearly \$10 million for Wisconsin.
- d. VR to serve as experts with Job Center partner
- e. VR to expand employer relations (dual customer)
 - i. Direct assistance for:
 - 1. Work-based learning
 - 2. Recruitment of qualified applicants
 - 3. Train employees
 - 4. Promote awareness
 - ii. Providing consultation, TA and support to employers for VR job-seekers
 - 1. Awareness
 - 2. ADA
 - 3. Other employment-related laws
 - iii. Assisting employers with utilizing available financial support for hiring PWD
- f. New modified definitions
 - i. Customized employment
 - ii. Supported employment (also emphasis with youth)

3) VR to Prevent Subminimum Wage Path-delayed implementation until July 2016

- a. New section—Section 511
- b. It requires in 2016 that a series of steps be taken before an individual under the age of 24 can be placed in a job paying less than minimum wage
- c. Also prohibits schools from contracting with sub-minimum wage providers
- d. Applies to both before and those already in subminimum wage jobs
- e. New checklist:
 - i. The individual has applied for VR services with the result that...
 1. Individual has been found ineligible for such services ...or,
 2. individual has been determined to be eligible for VR services;
 3. individual has an IPE
 4. Individual has been working toward an employment outcome specified in IPE with appropriate supports ...for a reasonable period of time without success
 5. Individuals VR case is closed, and
 6. Individual has been provided career counseling... and referral to other federal programs and resources...and
 - ii. Such counseling, information and referrals are not for subminimum wage provided by an entity described in this subsection, and such employment-related services are not, compensated at a subminimum wage and do not directly result in employment compensated at a subminimum wage provided but an entity described in this subsection
- f. Period Timing of reviews
 - i. Once every 6 months for the first and annual thereafter for the duration of such employment
 - ii. Documentation-14 C holder must provide documentation
 1. DVR or DOL could request

Possible long term effects:

1. Better outcomes for transition youth
2. Better relations with employers and one-stop delivery system
3. Wait list for adults with less significant disabilities
4. On-going recruitment for new service providers to avoid conflicts

Other Resources:

1. APSE
2. AUCD
3. Lead Center
4. Managers Statement (May, 2014 letter to Congress
5. DOL ETA website