

*The Workforce
Innovation and
Opportunity Act (WIOA)
& What it Means to VR*

WIOA

- Overwhelming bi-partisan passage
- Signed into law July 22, 2014
- Includes Workforce Investment Act & the Rehabilitation Act of 1973
 - Rehab. Act was 10 years past due for reauthorization
 - Noteworthy: Title I and Title IV

WIOA Breakdown

- Title I – Workforce Development Activities
- Title II – Adult Education & Literacy
- Title III – Amendments to the Wagner-Peyser Act
- **Title IV – Amendments to the Rehab Act of 1973**
- Title V – General Provisions

Title I Collaboration / Aligning Systems

- “Align” systems like VR and workforce development
 - Engaging colleges & school districts
 - Changes to One-Stops & LWIBs
- Unified or Combined State Plan (4 core programs)
- Common Performance Measures across Core Programs

Common Performance Measures

- 1) % in unsubsidized employment (and/or education or training activities for “youth”) during the second quarter after exit
- 2) % in unsubsidized employment (and/or education or training activities for “youth”) during the fourth quarter after exit
- 3) Median earnings or earnings during the second quarter after exit

Common Performance Measures

- 4) % who obtain a recognized postsecondary credential or diploma or equivalent during or within one year of program exit
- 5) % that are in an education or training program that leads to a postsecondary credential and who achieve measurable skill gains towards such credential or employment
- 6) Effectiveness in serving employers

Definitions

Student – Up to age 22; and

Eligible for or receiving Special Education Services under IDEA, or
meeting definition as IWD under Rehab. Act, Section 504

Youth – Up to age 24

Competitive Integrated Employment – Min. wage or higher, and at
location where employee interacts with others to the same extent as
someone without a disability interacts in the workplace

Transition Students

- 15% of Section 110 grant funds in reserve
- 5 Required Activities for the provision of Pre-Employment Transition Services (PETS); and
- 9 Authorized Activities

15% Reserve

- Based on total amount in each grant award letter VR receives
- Federal Funds only (no restriction on matching funds)
- May not include administrative costs
- For VR counselors providing PETS, the actual time spent directly providing services would be allowable costs, including salary and fringe proportionate to the time worked on PETS

PETTS

5 Required Activities

DOES NOT REQUIRE OPEN CASE WITH VR:

- 1) Job Exploration Counseling
- 2) Counseling regarding postsecondary education programs
- 3) Instruction in Self-Advocacy

PETS

5 Required Activities

DOES REQUIRE OPEN CASE WITH VR:

- 4) Work Based Learning Experiences
- 5) Workplace Readiness training (social skills and independent living skills)

PETS

9 Authorized Activities

Funds available after the provision of the required activities:

Implementing strategies, improving strategies, providing instruction to staff or instructors of spec. ed. students, disseminating info. about innovative approaches, coordinating transition activities, applying evidence-based practices, developing models, establishing partnerships.

Supported Employment

- 50% of SE grant funds in reserve for *Youth*
 - 10% Match requirement
 - Extended services up to 4 years for *Youth*
- No Extended Services to Adults (24 and older)
- No more than 2.5% for Administrative costs

Qualifications for Counselors

- “21st Century understanding” of evolving labor force & needs of individuals with disabilities
- Bachelor’s degree in a field “reasonably related” to vocational rehabilitation
- One year of paid or unpaid work experience in just about anything

Additional Changes

- Independent Living moved to HHS
- Consumers can be eligible if their disability hinders their ability to “advance” in employment
- Prior to ineligibility, provide opportunities for trial work
- IPE written within 90 days
- Requirements involving VR for sub-minimum wage workers

Sub-Minimum Wage

- Requires Youth to apply for VR services; have IPE; work toward an employment outcome for a “reasonable period of time;” receive career counseling, info. & referrals; close case.
- VR must document these services & provide copy to client.
- VR must provide follow-up info. & referrals at intervals of 6 months the first year, and annually thereafter
- Adults and those already in sub-min. wage jobs - VR must provide info. & referrals annually & maintain records of this.

Contact Information

Shelley Hendren, Administrator
or Janice John, Deputy
Administrator of Programs
DETR/Rehabilitation Division
3016 West Charleston Blvd., Ste. 215
Las Vegas, NV 89102
Office 702-486-0372

Melaine Mason, Deputy
Administrator of Operations
DETR/Rehabilitation Division
751 Basque Way
Carson City, NV 89706
Office 775-687-6860

