

# Department of Human Services Vocational Rehabilitation

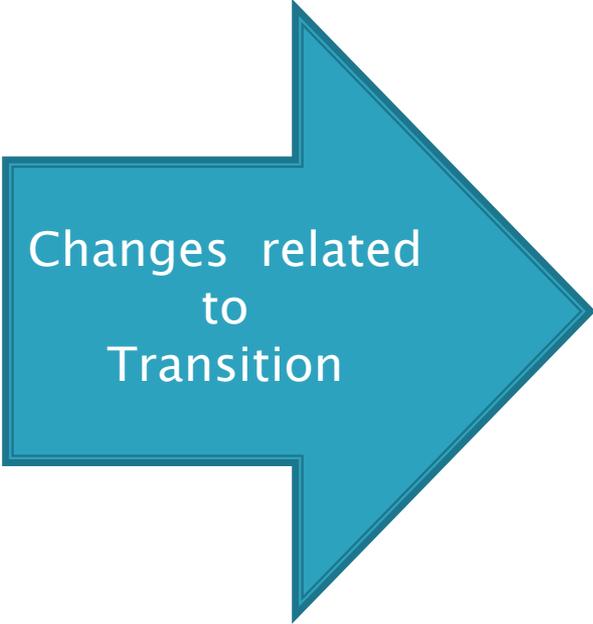
## Workforce Innovation and Opportunity Act (WIOA)

# What is WIOA?

- ▶ The Workforce Innovation and Opportunity Act of 2014
  - ▶ Signed into law July 22, 2014
  - ▶ Reauthorizes the Workforce Investment Act of 1998 and the Rehabilitation Act of 1973
  - ▶ Requires State VR to provide employment related service earlier to students and youth with disabilities
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# Pre-Employment Transition Services (federal definition)

- ▶ DVR, in partnership with local educational Agencies, shall provide or arrange for the provision of Pre-Employment Transition Services for all students with disabilities in need of such services who are eligible or potentially eligible for services.



Changes related  
to  
Transition

15% of state VR Funds must be used for “pre-employment transition services.”

Required services:

- ✓ job exploration counseling
- ✓ work based learning experiences
- ✓ training on self-advocacy
- ✓ counseling on post-secondary opportunities
- ✓ workplace readiness training

# Potentially Eligible Definition

- ▶ All students with disabilities regardless if they have applied for or been determined eligible for the VR program may receive pre-employment transition services.

# Youth with a Disability

- ▶ A youth with a disability who is not younger than 14 years of age; and older than 24 years of age. A student with a disability is; not younger than age 14 and not older than age 21; and in secondary, postsecondary and other recognized education programs.
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# Student with a Disability

- ▶ Is eligible for and receiving Special Education or related services Under Part B of the IDEA; a student with a disability for purposes of section 504; or other students with disabilities including but not limited to physical, sensory, intellectual, mental health, and communication.
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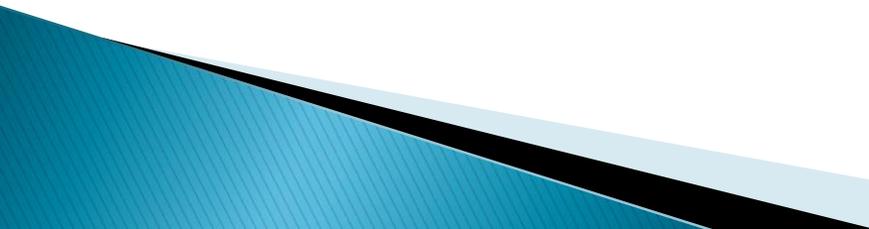
# Supported Employment

- ▶ Expands provision of Supported Employment (SE) services to youth age 16 to 24 years of age.
  - ▶ Expands SEP timeline from 18 months to 24 months.
  - ▶ One half of state SE allotment is reserved for service to support youth with disabilities.
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# Limits on Sub-Minimum Wage

- ▶ Individuals with disabilities age 24 and under must apply and be served by VR before accepting employment with any entity for compensation below the federal minimum wage.
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# Competitive Integrated Employment Defined

- ▶ Integrated employment is an employment setting typically found in the community in which individual workers with disabilities interact with non-disabled workers.
  - ▶ Integrated employment is performed on a full or part time basis.
  - ▶ The individual with a disability is compensated at or above minimum wage, but not less than the wage paid for the same work for non-disabled.
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# Customized Employment

May include:

- ▶ customizing a job description based on current unidentified and unmet needs of the employer and the needs of the employee
  - ▶ developing a set of job duties or tasks
  - ▶ developing a work schedule (including determining hours worked)
  - ▶ determining a job location
  - ▶ developing a job arrangement (such as job carving, job sharing, or a split schedule)
  - ▶ determining specifics of supervision
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