



WIOA – Implications for Marylanders with Disabilities and Division of Rehabilitation Services (DORS)

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WIOA

- Legislation passed - July 2014
 - WIOA legislation includes the Rehabilitation Act
- final Federal Regulations published July 2016
 - Vocational Rehabilitation e-CFR:
http://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title34/34cfr361_main_02.tpl
 - <https://www.doleta.gov/wioa/>



WIOA- One Stops

- Further aligns DORS with DLLR One Stop System
 - “America’s Job Centers”
 - Emphasizes the One Stop/AJC need to focus service individuals with barriers to employment, including individuals with disabilities
 - DORS a core required partner of the One Stop/AJC systems
 - Enhanced collaboration of all One Stop partners
 - VR now required to financially contribute to the system statewide – Resource Sharing Agreements
 - “Warm” referrals; tracking and reporting referrals; working together to serve participants – reduce duplication of assessments and services; common forms for referral and releases of info
 - Data sharing, case management systems, and common reporting requirements



WIOA – One Stops

- One Stop system will be serving more individuals with disabilities, and will need enhanced strategies for such
 - Labor-market/employer needs driven
 - Emphasis on job training/education/credentialing
 - Emphasis on relationships with employers/businesses
 - More individualized 1:1 manner
 - Don't have to go through service tiers before accessing training funds
 - Accessibility for people with disabilities
 - DORS Order of Selection will reduce the amount of service delivery to adults with disabilities who are not transition age



WIOA – Common Performance Measures

- % in unsubsidized employment during the second quarter after exit from the program;
- % in unsubsidized employment during the fourth quarter after exit from the program;
- Median earnings of those in unsubsidized employment during the second quarter after exit from the program;
- % of participants who obtained a recognized postsecondary credential or secondary school diploma or equivalent during participation in, or within one year of, exit from the program;
- % of participants, who during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment; and
- Indicators of effectiveness in serving employers.



WIOA – Pre-ETS

- Very significant emphasis on DORS serving in-school youth, ages 14-21, through pre-employment transition services (Pre-ETS).
- DORS program now required to set aside 15% of annual case service funds for Pre-ETS - \$6M; DORS must further develop referral pipeline and services to meet these requirements – requires very significant shift in structure, policy, and procedures.
- DORS program not allotted any additional funds for the delivery of this new group of services or population. This has already had an impact to services for adults – Order of Selection Category 2 closed for extended period since WIOA passed.



WIOA – Pre-ETS

- What's considered Pre-Employment Transition Services (Pre-ETS)?
 - Job exploration counseling
 - Work-based learning experiences, which may include in-school or after school opportunities, experiences outside of the traditional school setting, and/or internships
 - Counseling on opportunities for enrollment in comprehensive transition or post-secondary educational programs
 - Workplace readiness training to develop social skills and independent living
 - Instruction in self-advocacy



WIOA – Pre-ETS

- Quicker/easier access to Pre-ETS for any student with a disability and no financial means test for services
- This is not the full VR program and this does not establish eligibility for VR services beyond Pre-ETS

A “Student with a Disability” is defined as an individual who:

- is still enrolled in secondary school and has not exited, graduated, or withdrawn;
- is at least 14 years old but less than 22;
- and has a disability (i.e., receives services under an IEP or 504 plan, or has a disability for purposes of section 504).
- Regulations just clarified that this includes students in post-secondary settings
- Pre-ETS ends when student turns 22 or is no longer enrolled in education program



WIOA - Pre-ETS

- There are approximately 37,000 students in the state of Maryland under IEPs and 504 plans
- There's no prioritizing of cases and no Order of Selection
- Students that apply for VR first and are wait-listed, cannot receive Pre-ETS until off the waitlist – best course of action is to have all students apply for Pre-ETS program first, and then VR program once Pre-ETS implemented
- Pre-ETS measured on completion of service



WIOA – Pre-ETS

- Montgomery County DORS caseloads and staffing:
 - Approximately 2,300 open cases (not including Pre-ETS)– caseload average 170+
 - 4 transition counselors
 - 1 Pre-ETS counselor
 - Hiring Exceptions and reduced # of positions in State government



WIOA – Competitive Integrated Employment

- Subminimum wage employment in Maryland ending in 2020
- Many sheltered workshops are letting go of their subminimum wage license earlier - DORS new role with sheltered workshops through 2020
- RSA clarified in regulation comments that JWOD employment for the most part is considered not to be integrated – ex. Ability One contracts – DORS not likely to continue job development or coaching support for such jobs
- Increased numbers of supported employment expected because of this and Employment First
- Customized employment



WIOA – Supported Employment

- Emphasis on Supported Employment, especially for youth (under age 25)
- Expanded time periods for delivery of supported employment services – up to 2 years for adults; up to 4 years for youth
- More emphasis on bridge funding for youth, and for extended periods
- Case closure timeline clarified and extended – 90-days after transition to long-term funding



WIOA – Other DORS changes

- 90 day IPE development required, after eligibility determination
- Individuals with a goal of “advancing in employment” now can meet eligibility
- Extended evaluation no longer utilized for individuals where VR program questions eligibility due to severity – must use Trial Work
- Emphasis on benefits counseling and partner Employment Network coordination
- Increased data collection elements



WIOA

DORS in policy development phase to respond to recently issued regulations – much work to do!

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