

# Workforce Innovation and Opportunity Act (WIOA):

Transition Planning  
Transition Services  
DVR and Section 511



# Workforce Innovation and Opportunity Act (WIOA):

Creating Opportunities for  
Collaboration and  
Coordination -  
and Youth!



# WIOA Implementation

- Signed into law July 2014
- Some portions went into effect immediately
- Portions pertaining to school services became effective on **July 22, 2016** (now)



# Focus on Youth

- WIOA reinforces the ongoing interagency collaboration between DVR and the schools to serve youth in transition
- New definitions for:
  - Students with disabilities(HS or an Educational Program14-21)
  - Youth with disabilities(14-24)
- New focus for Workforce Investment programs to work with out of school youth

# Congressional Intent for Transitioning Youth

- VR role in providing competitive integrated employment opportunities with schools prior to a referral to subminimum wage employment
- Enhanced role for VR to continue to serve youth earlier in high school
- Nothing in the Act reduces the responsibility of the local educational agencies under IDEA to provide or pay for any transition services that are also considered special education or related services necessary for providing a FAPE to students with disabilities

# IDEA 2004 on Transition Planning

- Post-school goal for education and training
- Post-school goal for employment
- Post-school goal for independent living
- Based on age-appropriate transition assessment & ***strengths and interests***
- Linked to Course of Study
- Transition Services identified to support movement toward goals
- At least one annual goal that supports post-school goals

# 3 Main Shifts for Schools

Frank and Ernest



# # 1 Strengthened Collaboration with DVR

- Youth 14-24 can no longer go directly from school to employment paying a sub-minimum wage – WIOA requires **working with DVR first**
- Students and families need to know this information





## # 2 Provision of Pre-Employment Transition Services

- WIOA tells us that schools are responsible for provision of Pre-ETS in collaboration with DVR
- New Transition Services list for PTP (was designed for use by students, family members, teachers, IEP/PTP team members)
- Students and families need to know this information too – and participate in the process



# Pre-employment Transition Services (Pre-ETS)

- 1) **Job exploration** counseling
- 2) **Work-based learning** experiences
- 3) Counseling on opportunities for transition or **post-secondary educational or higher education** programs
- 4) **Workplace readiness** training to develop Social Skills and Independent Living (home and community)
- 5) Instruction in **self-advocacy**, which may include peer mentoring

# Pre-employment Transition Services

## Pre-ETS – How are they provided?

- DVR must annually expend 15% of its federal grant amount on PETS
- Collaboration with DVR and schools to provide and document Pre-ETS to students with disabilities in high school or post secondary education program(14-21)
- Transition Services listed in PTP
- Continue to use the Transition Action Guide as a tool to cost share needed services
- DVR and schools continuing to outreach to parents and students – referring students at least 2 years prior to graduation

# # 3 Purchasing Transition Services

- WIOA includes new rules about what transition services can and cannot be purchased using education dollars (all types of school funding)



# Vocational Service Providers (vendors) and Schools

- **WIOA tells us schools cannot contract with providers for the purpose of purchasing transition services that include training in subminimum wage employment. (14 c cert.)**
  - ❑ Sub- minimum wage providers examples include: sheltered workshops, enclaves, traveling crews, school SMW programs, private businesses that pay sub-minimum wage.
  - ❑ A list of sheltered workshops can be found here:  
<https://webapps.dwd.state.wi.us/ShelteredWorkshopDisplay/Presentation/Reports/ApprovedLicenses.aspx>

# 14 c Certificate Holders (Providers) and Schools

- **This means schools cannot pay for services that engage students in work programs operating under a 14 (c) certificate even if:**
  1. The vendor pays the student minimum wage
  2. The student completes work at a pace that earns minimum wage or higher
  3. The student volunteers

# School – Provider Collaboration

- Schools **CAN** (and are encouraged to) work with employment support providers to seek community-based transition services that fit the Pre-ETS categories



# So, What does section 511 mean for Students?

- This is not a WI DVR or WI DPI policy change it is a **Federal Law** (PL 113-128) requirement.
- Students who may have opted to go directly from high school to a sheltered type of work situation paying subminimum wage will no longer be able to do so unless several requirements have been met.
- They will need to work with DVR first.
- **Students and families need to be educated about these changes.**



# School Transition

## Best Practice/Resources

- Early career exploration activities (connection to Agenda 2017, ACP, TIG, LGTW, PROMISE)
- Variety of Assessment Tools (including Discovery/experiential)
- Student leadership in transition planning
- Family Engagement and Participation in transition planning
- **Introduce** Students and Families to DVR and Providers
- Opportunities to get direct experience – job shadows, internships, jobs

# DVR Transition

## Best Practices/Resources

- Use the TAG – meet students at least 2 years prior to graduation
- Rapid engagement of services
- DVR office hours at the school
- Convenient for families
- Coordination of the IEP/PTP and IPE
- Summer work experiences provided by DVR
- DVR providing supports on the job for after school, weekend and summer jobs

# Here's what that can look like:

<https://www.youtube.com/watch?v=K9elyAOQEhg&feature=youtu.be>

<https://www.youtube.com/watch?v=tK8ScMBbwno&feature=youtu.be>

<https://www.youtube.com/watch?v=0ep5BJxXHPs>

**The Path to Employment is different for different people. Schools and DVR, working together with students and families, can facilitate successful employment outcomes.**

# Section 511- After placement in subminimum wage employment

- If a youth chooses sub-minimum wage employment (14C certificate holder business) after they have completed all the required steps and did not succeed in reaching their employment goal they will be provided a review every 6 months for the first year of their employment in this setting, and annually thereafter for the duration of their employment in a sub-minimum wage environment.
- 14 C holder must provide and retain documentation of these reviews(DVR or DOL could request)

# Contact Information

Nancy Molfenter

TIG Director – DPI

(608)266-1146

[Nancy.molfenter@dpi.wisconsin.gov](mailto:Nancy.molfenter@dpi.wisconsin.gov)

Sarah Lincoln

DVR Policy Analyst – DVR

(608)261-0060

[Sarahj.lincoln@dwd.wisconsin.gov](mailto:Sarahj.lincoln@dwd.wisconsin.gov)

Deanna Krell

DVR Director – WDA 3

(262) 548-5880

[Deanna.krell@dwd.wisconsin.gov](mailto:Deanna.krell@dwd.wisconsin.gov)

# Now that you have heard about WIOA.....

What additional steps will you take to expand pre-employment transition services provided to youth in your school or community to help them reach their goals?

Who will you collaborate with to provide pre-employment transition services, and how will you communicate with those partners to figure out who will do what and when?