



Employment First Conference

Annual Outreach & Review Service

Division of Vocational Rehabilitation

Sarah Lincoln-DVR Program & Policy Analyst
David Knuth-DVR Contract Specialist

Department of Workforce Development

Workforce Innovation & Opportunity Act (WIOA)



- Signed into law by President Obama on July 22, 2014.
- New requirement under WIOA Title IV section 397 (Vocational Rehabilitation) to provide reviews for individuals working under a 14(c) Subminimum Wage Certificate earning sub-minimum wage.

WIOA Requirements



- Effective July 22, 2016 workers in subminimum wage employment required to receive documented services:
 - Meeting to include career counseling and information about employment and support services to allow individual to explore, discover, experience, and attain competitive integrated employment .
 - Every 6 months for the 1st year and annually there after for individuals employed at subminimum on or after July 22, 2016
 - Annually for individuals employed at subminimum wage prior to July 22, 2016
 - Required for the worker to continue earning a sub-minimum wage and for the sub-minimum wage employer to maintain the required certification, which allows wages to be paid at a rate lower than the minimum wage from the Department of Labor.

WIOA Requirements Cont.



- 14c Employers: Provide information to workers about local self-advocacy, self-determination and peer-mentoring opportunities available in their area.
- Workers receive information every 6 months for the 1st year of employment and annually thereafter

DVR's Role



- DVR developed a Request for Proposal for the Annual Outreach and Review Service-Spring 2016
- UW-Whitewater awarded contract
 - 1 year contact plus optional 4 (1) year renewals

Resource Development



- Local resources provided to UW-Whitewater by local DVR WDA Management
- Resources Included:
 - Local DVR Information-Contact Info & Overview of Services
 - Local Job Center
 - ADRC
 - MCO, IRIS, etc.
 - Self Advocacy/Peer Mentoring
 - Money Management
- Service began November 2016-Pilot site
 - Documentation Provided to the Worker
 - Letters to Employers & Workers

Contract Compliance



- DVR works closely with the Project Director to ensure compliance with the contract requirements
 - Weekly updates
 - Bi-weekly touch base
 - Issue resolution
 - Interview Documentation
 - Quarterly Reports:
 - Demographics
 - Dates of meetings/who attended
 - DVR History
 - Employment History and Goals
 - Education

Contract Compliance Cont.



Interview Refusal:

- In the event that an individual refuses to participate in the interview process they will not be allowed to work for sub-minimum wage
- UW Whitewater will educate individuals and employer on the requirements under WIOA and the consequences of refusal

Missed Appointments Due to Refusal or No Call/No Show:

- Two additional outreach attempts to reschedule meeting
- At least one of the additional attempts must be in another form of communication

Questions?

Sarah Lincoln
608-261-0060
Sarah.Lincoln@dwd.wi.gov

David Knuth
608-266-0177
David.Knuth@dwd.wi.gov
<http://dwd.wisconsin.gov>



Worker-Centric Compliance

WI WIOA Career Interview Project

Elizabeth Watson, PhD., LPC, CRC &
Jessica Smith, MSW, CAPSW
WI WIOA Career Interview Project
Center for Students with Disabilities, UW-Whitewater





Goals for Today

- Listening
- Learning
- Educating



The Project Team

- Administrative Specialist – Jeanne Quevedo
- Regional Interviewers (5)
 - North Central: Patty Branton
 - Northeast: Amy Thomson
 - Northwest: Mary Brodhagen
 - South Central/Southwest: Brenda Johansen
 - Southeast: Laura Brunke
 - * Stephanie Skinkis, MSW graduate student
 - * CSD Disability Services Coordinators



Project Goals

- Customer service excellence
 - 14 c employers
 - Employees
 - DVR
- Employees find value in the discussions
- Provide information and resources for work and work incentives and self-advocacy



Before the Interview

- Employer determines priorities for interview date(s) and schedules interviews
- Employer obtains all required releases and consents
- Complete spreadsheet and sends to UW-W Interviewer for scheduling convenience and tracking
- Employer sends interview invitation letter to gives to employee/guardian to notify of interview date and time



Interview Strategy

- Guardians, Care Managers and IRIS Consultants, friends, and others invited by the employee can attend interviews
- Staff attendance individualized and limited - invitation from the employee/guardian
- Groups of 5 workers with individual summary; individual meetings by request of employee/guardian
- Average 30-60 minutes per group



Interview Content

- Education and employment history
- Community employment experience
- Prevocational services experience
- Current and future goals for work
- Share resources and information for next steps
- Complete certificates of participation



Best Practices

- 14c employers obtain releases during intake and annual reviews with employees to streamline interviews
- Encourage employers to communicate with funders (MCOs, ICAs, etc.) about status of interviews
- Encourage employees/guardians to notify or invite support teams (IDT, IC, residential support)
- What ideas or strategies are you using?



Looking Ahead

- Predictability
 - Interviewers will be on site every 3-4 months to conduct New Hire and Annual Interviews
 - Increased notification time
- Updated resource guides/Next Steps
- Interviews at other community locations
- Interviewers will attend informational events to educate stakeholders on the process



Project Information

Main Office Phone: 262-472-1702

Email: wiwioacp@uww.edu

Websites: <http://www.uww.edu/csd/iiet>



DISCUSSION



Contact

Jess Smith, Project Director
smithjl@uww.edu

Elizabeth Watson, Director, Center for Students with
Disabilities
watsone@uww.edu