Workforce Innovation and Opportunity Act (WIOA)

CSAVR/NASDSE – Collaboration on the implementation of the new transition requirements in WIOA

PRESENTING: Bill East, Executive Director, NASDSE
Steve Wooderson, CEO, CSAVR
October 8, 2015
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Fixes to Improve Outcomes

- Change laws through reauthorization
- Revise regulations
- Federal and state “new interpretations or expectations”
- Develop state and/or local MOUs
Where Are We in the WIOA Implementation Process?

- WIOA signed July 22, 2015
- Informal comment period
- Notice of Proposed Rulemaking (NPRM)
  - Issued April 16, 2015
  - Comments were due June 15, 2015
- Waiting regulations
  - “High Anxiety” times
  - However, implementation has started
What we DO Know vs. DON’T Know
Key Definitions

- **Student With a Disability**
  - Age for transition services under IDEA (16) or earlier if the state has decided to provide Pre-Employment Transition Services (PETS) at an earlier age
  - Is not older than 21 (or the state’s maximum age)
  - Is an individual with a disability

- **Youth With a Disability**
  - Is not younger than 14
  - Is not older than 24
Key Definitions

The Designated State Unit, in collaboration with LEA shall:

- provide or arrange pre-employment transition services (PETS) for all Students With Disabilities
- who are eligible or potentially eligible for services
Parent Involvement

- How will VR and SP ED work together to develop strategies to increase parental involvement in work readiness/PETS activities?

- VR will be working with younger students, and will have less “administrative” reasons (e.g., Individual Plan for Employment [IPEs]) to have parents at the table.
WIOA Transition Services Summary

- Expands population and services to youth and students
- Pre-Employment Transition Services (PETS) - 15% set aside of federal grant for students
- Designed to provide a continuum of VR services
- Pre Employment Transition Services to any student with a disability, even if not yet applied for services
- Permits services to youth with disabilities prior to seeking intensive VR services
WIOA Transition Services Summary

- Services to youth or students 14-24; in or out of school
- Hope is to reduce costs and administrative burden
- Self advocacy, job fairs, college tours – group activities
- 50% of Supported Employment dollars must be spent on youth
- Subminimum wage (Section 511) (takes effect 7/22/2016)
Pre Employment Transition Services

- **5 Required** for “students” (ages 16-21) with disability – 15% of agency federal award

- “Youth” (ages 14-24) with a disability can be included, but do not count toward the 15%
  - Job exploration counseling
  - Work-based learning experiences
  - Counseling…comprehensive transition services or post-secondary education programs in IHEs
  - Workplace readiness training to develop social skills and independent living
  - Instruction in self-advocacy
Pre Employment Transition Services

- **Authorized** – AFTER 15% is spent on 5 required on STUDENTS, may provide following Authorized services:
  - Independent living and inclusion strategies
  - Independent living, postsecondary education, competitive integrated employment
  - Instruction for VR counselors, school transition personnel, others
  - Disseminating information on innovative, effective and efficient approaches
Pre Employment Transition Services

- Authorized (2)
  - Coordination with IDEA services provided by LEAs
  - Applying evidenced-based findings to improve policy, procedure, practice and the preparation of personnel
  - Model transition demonstration projects/establishing multi-state partnerships
  - Disseminate information/strategies to improve transition to postsecondary activities for traditionally underserved populations
Transition Services Coordination

- Attend IEP meeting when invited
  - VR counselor may not be able to attend all
  - Virtual, telephonic, etc

- Work with workforce development
  - Internships, summer employment, school year employment, apprenticeships

- Work with schools to coordinate and ensure provision of Pre Employment Transition Services

- Attend person centered planning meetings for Title XIX (Medicaid) – when invited
In sum, VR is to provide a range of services, from basic to intensive individualized services.

“Nothing…reduces the obligation under the Individuals with Disabilities Education Act…of a local educational agency or any other agency to provide or pay for any transition services that are also considered special education or related services and that are necessary for ensuring a free appropriate public education to children with disabilities…”
Fixes to Improve Outcomes

- Change laws through reauthorization
- Revise regulations
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Bill’s Questions for Steve

- What do state directors need to know about VR’s linkage to state labor agencies (America’s Jobs Centers or One Stops)?

- What do you wish special education directors would do to help ensure compliance with WIOA?

- What are some examples of what state VR agencies are doing to coordinate with schools to develop new programs for PETS?
WIOA
Strengthening Connections in Transition

• Early Childhood
  Readiness and Early Learning

• Elementary Level
  Literacy, Numeracy and Behavioral Health

• Middle School Level
  Subject Area Competence, Personal Growth and Active Engagement

• High School Level
  Application of Subject Area Knowledge; Demonstrated Mastery; Choose Own Path

• Post-secondary and Employment
  Continuous Learning, Personal Mastery, Continuous Adjustment and Openness to Change
Special Ed. & Voc. Reh. Collaborating to Meet IDEA Requirements

- Coordinate activities with results focus
- Collaborate on IEPs and ISPs
- Collaborate on Summary of Performance (SoP)
- Facilitate appropriate movement from school to post-school opportunities
- Indicator 14 – use the data
- VR representative on advisory panel/committees
- Collaborative advocacy
Common Challenges

- What to do about sheltered workshops (e.g. Lane v Brown). Competitive integrated employment.
- Appropriate services in era of dwindling resources
- Personnel qualifications
- What should NASDSE and CSAVR advocate for in the IDEA reauthorization?
- Labor vs Education
- Business partnerships
Persistent Challenges

- **Technical Challenge**
  Requires information, knowledge or tools

- **Adaptive *(Relationship)* Challenges**
  Requires understanding and a willingness to make behavior changes
Four Simple Questions for Collaboration

- Who cares about this and why?
- What work is already underway separately?
- What shared work could unite us?
- How can we deepen our connections?
Youth as Stakeholders

Tokenism doesn’t get it done!

Authentic engagement required!
Questions/Ideas