

# State of Arkansas Workforce Innovation and Opportunity Act

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**ARKANSAS DIVISION OF  
SERVICES FOR THE BLIND**

**ARKANSAS REHABILITATION  
SERVICES**

**ACE** Arkansas Department of Career Education

# WIOA Implementation Focus Areas

- Supported Employment and Customized Employment
  - Section 511-Subminimum Wage
  - Pre-Employment Transition Services
- Performance Measures & Accountability
  - Services to Employers





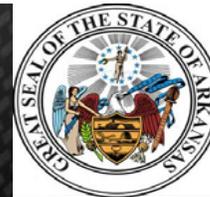
# Supported Employment

## Key Points-

- It is competitive integrated employment, including customized employment;
- Employment that is individualized and customized.
- Consistent with the individual's unique strengths, abilities, interests, and informed choice, including with ongoing support services for individuals with the most significant disabilities.

(Section 7(38) of the Act and §363.1(b))





# Supported Employment - WIOA Changes

- Extends the time frame for the provision of supported employment services from 18 to 24 months.
- Requires that it be in an *integrated setting and competitive wages*, or working towards it.
- Requires program funds for extended services for youth and that 50% of the SE funds support youth.
- mandates that the VR agency make available extended services for youth for a period not to exceed four years.
- Requires not less than a 10% State match and reduces what can be spent on administrative costs (2.5%).

Sections 604(b)(1) of the Act and §363.4(b))





# Customized Employment

- Competitive and integrated based on the strengths, needs, and interests of the person.
- Designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer; through:
  - job exploration,
  - working with employers to find placements,
  - developing job duties, schedules, and job descriptions.

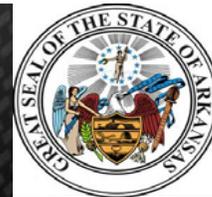


# Section 511- Subminimum Wage



Prohibits an “entity” that holds a special wage certificate under section 14(c) of the FLSA from compensating an individual with a disability at a subminimum wage unless certain conditions are met; and focuses on the payment of subminimum wage, not the nature of the work setting.





# Section 511- Subminimum Wage

- Requires youth with disabilities to satisfy certain service-related requirements prior to starting work at subminimum wage;
- Requires individuals of any age to satisfy certain service-related requirements in order to continue work at subminimum wage;
- Requires VR agencies and LEAs to document the provision of the requisite services; and
- Permits VR agencies to review whether entities holding special wage certificates are maintaining the required documentation.





# Section 511- Subminimum Wage- Youth Requirements

Prior to beginning work at subminimum wage, a youth with a disability must demonstrate, through documentation, completion of the following (see section 511(a)(2) of the Act and §§397.20 and 397.30):

- Receipt, as applicable, of— Pre-employment transition services under the VR program; or
- Transition services under IDEA;
- Application for VR services that results in determination of— ineligibility; or eligibility.





## Section 511- Subminimum Wage- Youth Requirements

If the youth is determined eligible for the VR program, he or she must have:

- An approved IPE;
- Been working toward the employment outcome in the IPE, for a reasonable period of time and with appropriate supports without success;
- A closed VR service record; and
- Receipt of career counseling, and information and referral services.





# Section 511- Subminimum Wage-Any Age

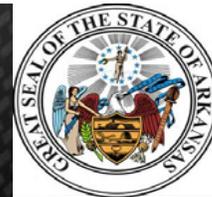
What if the Person Wants to Stay in  
Subminimum Wage?

He or she must obtain from the DSU:

1. Career counseling; and
2. Information and referral services.

The DSU may provide these services  
directly or may contract with another  
provider of such services in the community.





# What are Pre-ETS Services?

These services help students explore their options.

- Begin when recommended for one or more pre-employment transition services and documentation of a disability is provided to the VR agency;
- Assist students with identifying career interests;
- Must be provided or arranged in collaboration with LEAs; and
- are the only activities that can be paid for with the funds reserved under section 110(d)(1) of the Act.





# Pre-Employment Transition Services

## 5 required activities:

(section 113(b) of the Act and §361.48(a)(2)):

1. Job exploration counseling;
2. Work-based learning experiences, which may include in-school, after school, or community-based opportunities;
3. Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs;
4. Workplace readiness training to develop social skills and independent living; and
5. Instruction in self-advocacy, including peer mentoring.





# Performance Measures and Accountability- Common Measures

	PY 2016 / FY 2017		PY 2017 / FY 2018	
	Proposed/ Expected Level	Negotiated/ Adjusted Level	Proposed/ Expected Level	Negotiated/ Adjusted Level
<b>Employment (Second Quarter after Exit) (I) the percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program</b>				
Vocational Rehabilitation	52%		53%	
<b>Employment (Fourth Quarter after Exit) (II) the percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program</b>				
Vocational Rehabilitation	51%		52%	
<b>Median Earnings (Second Quarter after Exit) (III) the median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program</b>				
Vocational Rehabilitation	\$4,210		\$4,300	
<b>Credential Attainment Rate (IV) the percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent (subject to clause (iii)), during participation in or within 1 year after exit from the program</b>				
Vocational Rehabilitation	Waiver Request	Baseline Indicator	Waiver Request	Baseline Indicator
Arkansas WIOA Combined Plan				
<b>Measureable Skill Gains (V) the percentage of program 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</b>				
Vocational Rehabilitation	Waiver Request	Baseline Indicator	Waiver Request	Baseline Indicator
<b>Effectiveness in Serving Employers (VI) the indicators of effectiveness in serving employers established pursuant to clause (iv)</b>				
Vocational Rehabilitation	Baseline Indicator	Baseline Indicator	Baseline Indicator	Baseline Indicator



# Performance Measures and Accountability-Measurable Skills Gains

## 5 types of skills gains:

1. HS diploma or GED,
2. documented achievement of at least one educational functioning level of a participant in an education program that provides instruction below the postsecondary level,
3. transcript or report card with a minimum of 12 hours earned,
4. secondary or postsecondary transcript or report card showing meeting the academic standard,
5. satisfactory or better progress report like OJT or completion of 1 year of an apprenticeship program, or successful completion of an exam that is needed for an occupation.



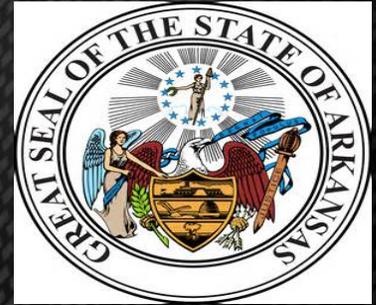


# Training and Services to Employers

Working with employers to:

- Provide work-based learning experiences,
- Recruit qualified applicants,
- Train employees who are individuals with disabilities
- Promote disability awareness and ADA compliance,
- Provide supports for accommodations, assistive technology and access





# QUESTIONS OR COMMENTS? Ask Us Now.

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