

# VOCATIONAL REHABILITATION PRE-EMPLOYMENT TRANSITION SERVICES & ORDER OF SELECTION

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Youth Services

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WIOA: Workforce Innovation and Opportunity Act - law that was signed July of 2014.  
Replaces Workforce Investment Act of 1998.  
Emphasis on competitive, integrated employment. Due to WIOA, VR is required to provide pre-employment transition services (pre-ETS) to students with disabilities.

VOCATIONAL REHABILITATION  
PRE-EMPLOYMENT TRANSITION SERVICES



- 5 focus areas for eligible and potentially eligible students with disabilities. VR is required to set aside 15% of federal VR program funds each year (approximately 9 to 10 million dollars) to provide pre-ETS to students with disabilities.
- Potentially eligible is defined as: a student with a disability who either has not applied or has applied and has not yet been determined eligible; who receives special education services pursuant to 511 IAC 7; receives accommodations pursuant to a Section 504 plan; or is a an individual with a disability, for purposes of Section 504.

## WIOA AND PRE-ETS



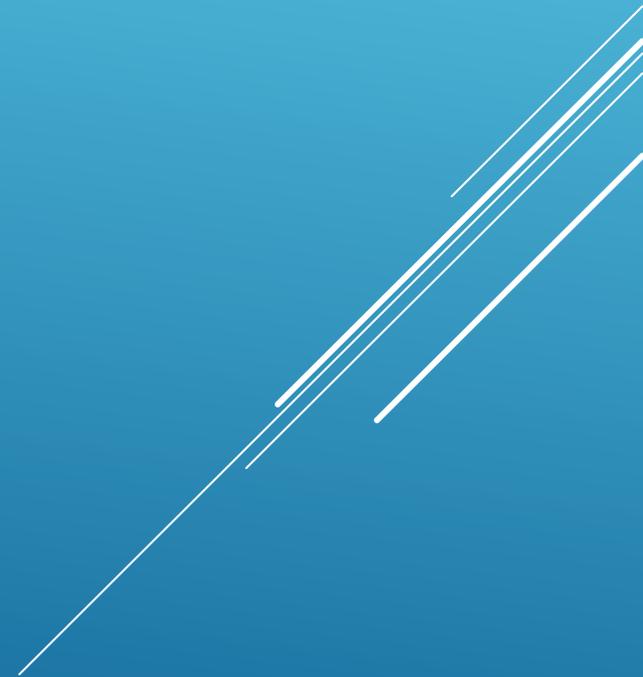
1. **Job exploration counseling:** interest inventories, reviewing career websites, identification of career pathways of interest, or other similar activities.
2. **Work-based learning experiences:** paid or non-paid work experiences in the community, volunteer work, job shadows, short or long-term internships, on the job training, apprenticeships and employer mentoring activities.
3. **Counseling on opportunities for enrollment in postsecondary education:** exploration of the wide range of career pathways (i.e. agriculture, manufacturing, etc.), counseling on postsecondary training opportunities including community colleges, universities, trade/technical schools, etc., and counseling to support a smooth transition from high school to postsecondary education (i.e. documenting and advocating for accommodations, identifying financial aid options, etc.).
4. **Workplace readiness:** soft-skills training, employability skills training, social/interpersonal skills (i.e. communication, problem solving, decision making, conflict resolution, empathy, professionalism, etc.) and independent living skills training (i.e. good hygiene, money management, using transportation, time management, using technology and assistive technology, appropriate dress, appropriate behavior, etc.).
5. **Instruction in self-advocacy:** instruction in self-awareness, disability disclosure, requesting accommodations, understanding rights and responsibilities, self-determination, etc.; and mentoring including peer mentoring.

## PRE-ETS REQUIREMENTS



- WIOA defines these differently:
  - Students with disabilities: for Indiana, this means an individual with a disability in secondary education, who is from age 14 to 22. Federal law defines this slightly differently, but defers to the state definition, if it's more inclusive.
  - Youth with disabilities: an individual with a disability aged 14 to 24, who may or may not be attending a secondary educational institution.
  - So, a student with a disability is also a youth with a disability, but not every youth is a student.
  - The distinction is important for the provision of pre-ETS services! Only students with disabilities are eligible. Youth who are not students should be referred to VR for services, if appropriate.

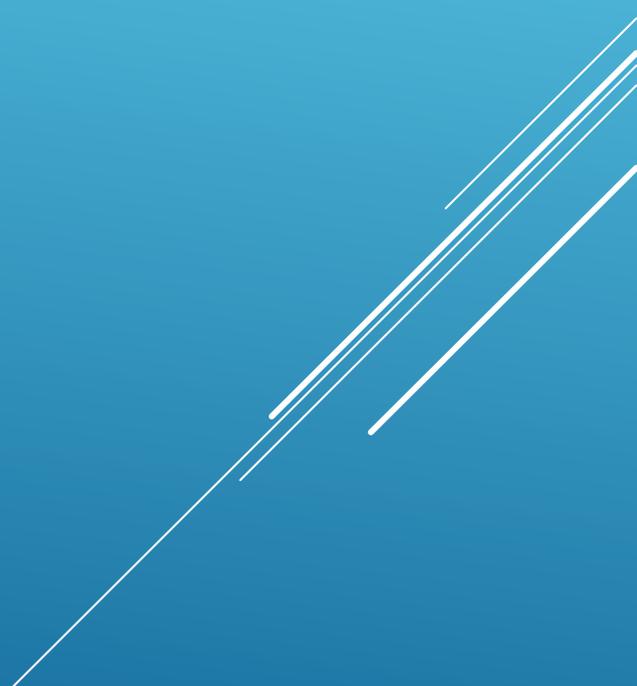
## STUDENTS AND YOUTH WITH DISABILITIES





- VR Received 22 proposals for provision of pre-ETS activities.
- 9 proposals were funded for a total of about \$7 million over 2 years (up for renewal by 10/1/18). We currently have 8 providers for pre-ETS:
  - Opportunity Enterprises, Inc.
  - Easter Seals Crossroads
  - New Horizons Rehabilitation
  - PEAK Community Services
  - Stone Belt ARC
  - Sycamore Services, Inc.
  - Bona Vista
  - Easter Seals Arc of North East Indiana

## PRE-ETS CONTRACTS





- Each provider is collaborating with other providers for provision of pre-ETS services.
- Discussion of handouts: collaborative partners, 87 counties are covered, though not all school systems at this time.
- Providers work with school systems on identifying potential students for pre-ETS services.
- Students can be eligible or potentially eligible for VR services and may or may not already be VR clients.
- Services may be provided in individual or group settings.

## PRE-ETS CONTRACTS





- ▶ Currently 87 counties are covered by our contracts.
- ▶ We are required to make pre-ETS “available to” students with disabilities statewide.
- ▶ VR staff set up “mentoring days” in counties and school systems not covered and will continue this practice for 2018.
- ▶ We are in the process of developing 2 new contracts (with PCG and PQC) to cover the 5 remaining counties starting July 1.
- ▶ Also teaming with DWD on funding JAG through pre-ETS dollars.

## PRE-ETS EXPANSION





- ▶ A State Vocational Rehabilitation (VR) agency is required to implement an order of selection when it lacks sufficient resources to fully serve all eligible individuals, in accordance with federal timeliness requirements.
- ▶ Indiana VR is experiencing a deficit of resources, primarily personnel resources, and must enter into an order of selection.
- ▶ The order of selection process is utilized to prioritize consumer services in accordance with the Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA), which requires that individuals with the most significant disabilities be served first.

## ORDER OF SELECTION





- ▶ VR will continue to schedule all new referrals for an intake appointment to complete the application process.
- ▶ VR will continue to determine eligibility for each new applicant, based on federal eligibility criteria:
  - ▶ Individual has a physical or mental impairment;
  - ▶ Impairment results in a substantial impediment to employment;
  - ▶ Individual requires VR services to prepare for, secure, retain, advance in, or regain employment; and
  - ▶ Individual can benefit from VR in terms of an employment outcome.
- ▶ VR will continue to determine level of severity for eligible individuals. An individual's level of severity will then determine his/her priority category.
- ▶ VR will provide:
  - ▶ Applicants with written notification of their eligibility determination, and
  - ▶ Eligible individuals with written notification of their priority category.

WHAT SHOULD INDIVIDUALS APPLYING  
FOR VR SERVICES EXPECT?



Indiana VR has three priority categories:

- ▶ Priority Category 1: Individual with a Most Significant Disability
- ▶ Priority Category 2: Individual with a Significant Disability, and
- ▶ Priority Category 3: All other eligible individuals, or individuals with a Non-Significant Disability
- ▶ Individuals in Priority category 1 have been prioritized first for services. All individuals in this category are continuing to be served under Order of Selection
- ▶ VR has closed categories 2 and 3 as of August 1, when order of selection was implemented.

## WHAT ARE THE 'PRIORITY CATEGORIES?'



- ▶ Has a physical or mental impairment that results in 3 or more functional limitations; AND
- ▶ Whose vocational rehabilitation can be expected to require services over an extended period of time.\*

\*In general for 6 months or more after the IPE is signed.

## SEVERITY DETERMINATION – MSD



- ▶ Has a physical or mental impairment that results in one or more functional limitations; AND
- ▶ Whose vocational rehabilitation can be expected to require services over an extended period of time.

SEVERITY DETERMINATION - SD



- ▶ Has a physical or mental impairment that results in zero or more functional limitations;  
AND
- ▶ Does NOT require services over an extended period of time

SEVERITY DETERMINATION - NSD



- ▶ Eligible individuals in priority categories 2 and 3 will be deferred for services upon the effective date of the order of selection (August 1, 2017).
  - ▶ VR will provide information about other resources and agencies that may be able to assist these individuals in working toward their employment goals.
    - ▶ E.g. WorkOne Centers, Ticket to Work Employment Networks, Independent Living Centers, College and University career centers and disability services offices, INData, other state or local resources.
  - ▶ When sufficient resources become available, individuals in priority category 2 will be prioritized based on earliest application date.

WHAT HAPPENS TO INDIVIDUALS WHO ARE NOT PRIORITIZED FOR SERVICES?

- ▶ VR will continue to serve all consumers, regardless of severity level, who were receiving services under an approved Individualized Plan for Employment (IPE), prior to implementation of the Order of Selection.

WHAT HAPPENS TO INDIVIDUALS ALREADY RECEIVING VR SERVICES?



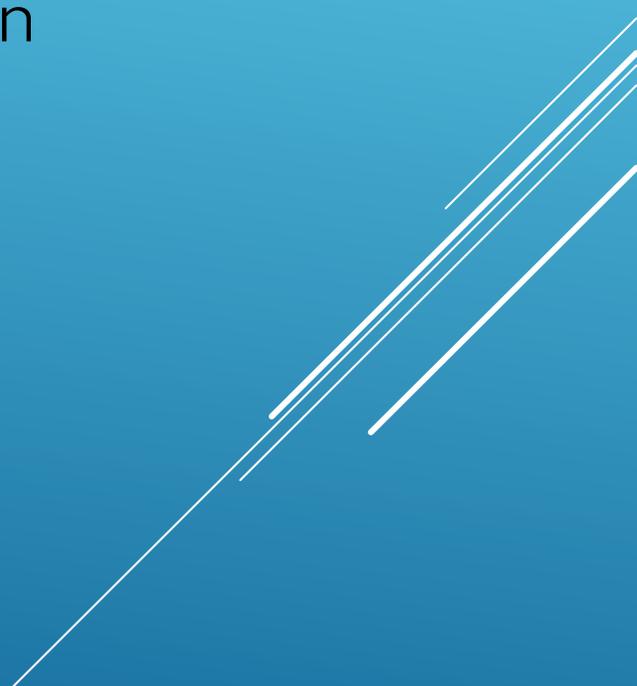
- ▶ RSA Guidance: If a student with a disability begins one or more of the required activities prior to being determined eligible for VR services, he or she may continue to receive any and all pre-employment transition services even if the student is assigned to a closed OOS category. However, if the student did not begin any of the pre-ETS activities prior to being assigned to a closed category, the student may not receive any individualized VR services, including individualized pre-employment transition services, until his or her turn for receipt of VR services comes up under the State's order.

## PRE-ETS AND OOS



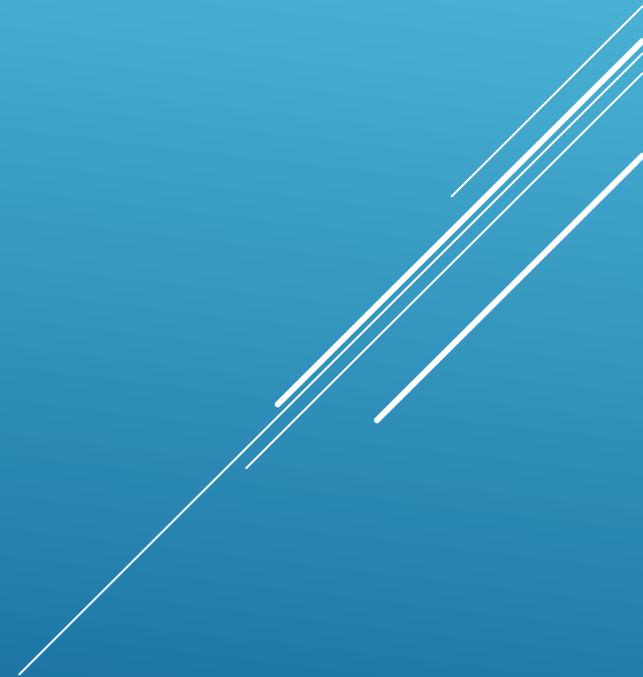
- ▶ We need to ensure that if a student is placed in a deferred category, that he or she will still be able to receive pre-ETS.
- ▶ Even if pre-ETS is not yet available through a provider in his or her area, it soon could be.
- ▶ If it is available, we need to help make the connection to the provider.
- ▶ To this end, VR Intake Counselors have been trained on adding new intakes/services for students into the pre-ETS web portal, as needed.

## PRE-ETS AND OOS





QUESTIONS/COMMENTS





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# YOUR CONTACTS

