



## District of Columbia (DC) WIOA Matrix

### Employment First State Leadership Mentor Program (EFSLMP)

As part of the technical assistance that will be provided through this program, technical assistance is being provided to some of our community rehabilitation providers. In addition, our counselors will receive training on how to better engage with providers in partnership to help people with most significant disabilities achieve employment outcomes. (Page 258)

**Strategy 1:** Increase the number of SSI/DI recipients referred for Benefits Counseling;

**Strategy 2:** Encourage enrollment in short-term training/certificate Workforce Development programs offered by community colleges the DC metropolitan area.

**Strategy 3:** Continue to develop the agency's Employment First initiative, a concept designed to facilitate the full inclusion of people with the most significant disabilities in the workplace and community.

**Strategy 4:** Increase the use of Customized Employment enabling persons with significant disabilities the opportunity to achieve successful employment outcomes. (Page 260)

In addition, this counselor will participate in all Employment First training, in order to be familiar with customized employment services available to DCRSA clients and participate in customized employment assessment and discovery training. DCRSA made a number of changes throughout FY 2015 because we were not achieving the identified goals. In the summer of 2015, DCRSA and the Department of Behavioral Health (DBH) worked closely to make necessary changes. (Pages 256- 266)

### Customized Employment

#### Benefits planning

- Partnership Plus model for extended service provision
- Expand scope of employment readiness workshops
- Education campaign for local employers regarding the hiring of persons with blindness
- Training for BRU staff around job carving/customized employment model
- Examine case recording process for identification of the receipt of SSI/DI by consumers to ensure accuracy (Page 236)

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Objective 2.2 – Retain, train, and recruit experienced and qualified VR staff and service providers to improve services to the low incidence populations, including people who are blind, deafblind, have autism or other autism spectrum disorders.

Strategies: DCRSA will:

1. Provide continuous training to staff on customized employment policies, procedures, protocols, and best practices.
2. Provide continuous training to service providers on customized employment policies, procedures, protocols, and best practices.
3. Develop and implement outreach plan to recruit providers, who can provide services to low incidence populations.
4. Develop and implement outreach plan on DCRSA services to the low incidence population. (Page 244)

In FY 2015, DCRSA established new agreements with all job placement and supported employment providers. These are performance based agreements. Some changes were made in the payment structure in order more closely align payment to the providers with successful employment placements. In addition, we added payment support to supported employment providers to provide Discovery Assessments and Customized Employment. The District is also currently participating in the Employment First State Leadership Mentoring Program. USOR develops and improves pathways providing increased alternative training models and options. (Page 257-258)

DCRSA clients and participate in customized employment assessment and discovery training. DCRSA made a number of changes throughout FY 2015 because we were not achieving the identified goals. In the summer of 2015, DCRSA and the Department of Behavioral Health (DBH) worked closely to make necessary changes. First, DCRSA identified one counselor to handle all existing Evidence Based Supported Employment cases. (Page 266)

In addition, in new human care agreements issued in FY 2015, DCRSA included Discovery Assessment and Customized Employment as services in our supported employment agreements. Other consumers may require a job coach model for their initial placement but do not require the extended services as provided under the provisions of supported employment services. (Page 268)

Indicator 1.3 Competitive Employment Outcomes: the percentage of individuals who exit the VR program in employment in integrated settings with hourly rate of earnings equivalent to at least the federal or state minimum wage rate, whichever is higher.

**Strategy 1:** Continue quarterly CRP meetings to provide a forum for discussions and to ensure all providers are aware of the agency's policies, regulations and expectations governing the provision of services.

**Strategy 2:** Continue to develop the agency's Employment First initiative, a concept designed to facilitate the full inclusion of people with the most significant disabilities in the workplace and community. (Page 259)

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### Braiding/Blending Resources

Through these efforts, we will be able to increase our capacity to better serve District residents, reduce duplication of services and streamline funding through shared contracts and blending and braiding of funding. The District will continue to strategize how to leverage funding across all of the WIOA Titles to meet as much of the Workforce Development and adult education needs of District residents as possible. (Page 45)

Most importantly, all of these agencies participated in the development of the Career Pathways Strategic Plan which lays out the framework for an aligned system. Moving forward, the agencies will establish one umbrella MOA for AJC partners. (Page 73)

### Section 188/Section 188 Guide

Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This also must include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria. (Page 146)

The AJCs will comply with WIA Section 188, Title IV of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and current District of Columbia method of administration. This assurance will be incorporated into all grants, contracts, cooperative agreements, or other arrangements whereby WIA funds are made available. (Page 146)

### DEI/Disability Resource Coordinators

No disability specific information found regarding this element.

### Other State Programs/Pilots that Support Competitive Integrated Employment

No disability specific information found regarding this element.

### Financial Literacy/Economic Advancement

No disability specific information found regarding this element.

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### Benefits

The Administration's Supported Employment program (SE) for persons with persistent mental illness utilizes an evidenced-based approach to help individuals with the most significant disabilities to secure, retain, or regain competitive employment in an integrated setting that pays minimum or better wages, and provides benefits. Supported Employment services are individualized and include, but are not limited to:

- Counseling and guidance
- Job coaching (on-the-job training)
- Rapid job search and placement
- Short-term training
- Follow-along (unlimited supports)
- Development of natural supports. (Page 224)

Pursuant to DOES Policy 300.20-4, AJC Reasonable Accommodation Policy, qualified individuals with disabilities will be given a meaningful opportunity to participate in and benefit from aid, benefits, services, or training, including core, intensive, training, and supportive services. (Page 146)

II. Needs of persons with the most significant disabilities, including their need for supported employment

- Benefits planning for Supplemental Security Income and Social Security Disability Insurance (SSI/DI) beneficiaries
- Need for increased and improved supported employment (SE) providers and services
  - SE services for persons with mental health impairments
  - extended service provider for mental health
  - Train staff on role of DBH as an extended service provider
- Holistic approach to VR process
  - Holistic assessment at intake
  - Housing
  - Improved literacy
  - Sobriety
  - Training programs
  - Benefits planning

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- Partnership Plus model for extended service provision
- Expand scope of employment readiness workshops
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Objective 1.2 Increase outreach to people with HIV in order to increase the number of people with HIV served by DCRSA and the number of successful employment outcomes achieved by people with HIV.

**Strategies:** DCRSA will:

1. In support of the Mayor's initiative to reduce HIV infections in the City and improve outcomes for people with HIV, DCRSA will expand outreach to at least two community based AIDS services providers in order to provide VR services at their location.
2. Provide benefits counseling orientation to staff and clients at the identified community based AIDS services providers.
3. Train staff to ensure that counselors are properly tracking people with HIV who are served by the agency. (Page 241)

**Performance by June 30, 2017:**

- a. Complete a solicitation to identify an appropriate training provider who understands person centered training and has experience in using this in the VR process.
- b. Identify a training provider who can provide training for VR and provider agency staff, and provide "train the trainer" sessions, to increase capability of DCRSA to provide this on an ongoing basis.
- c. All general VR and sensory unit intakes will complete the eCASAS assessment as part of their intake and eligibility determination.
- d. Increase the number of people who receive job readiness training by 10%.
- e. Ensure that at least 250 people receive benefits counseling/orientation each quarter (the agency currently serves approximately 1700 people who receive SSI/SSDI). (Page 243)

(Pages 244, 246, 257, 260)

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### School to Work Transition

No disability specific information found regarding this element.

### Data Collection

8. The development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures, including the design and implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes, to improve coordination of services across one-stop partner programs; (Page 68)
1. Student performance, progress and involvement,
  2. Instructional Models and Methods,
  3. Program Management and Leadership,
  4. Data Collection/Reporting. OSSE AFE will monitor and evaluate providers on a monthly and bi-annual basis via desks reviews and onsite monitoring. Eligible providers will be required to: (Page 202)

### Small Business/Entrepreneurship

The Washington DC Economic Partnership (WDCEP) is a non-profit, public-private organization created by the District Government whose core purpose is to actively position, promote, and support economic development and business opportunities in Washington, DC. (Page 14)

### Career Pathways

Adult Education and Vocational Rehabilitation Capacity Fails to Meet Demand - A recent policy brief noted that DC's investments in adult education and career pathways skill building are insufficient to meet the demand for these services, as evidenced by waiting lists for many programs and the significant need for these services (see workforce analyses above)[3]. OSSE AFE also cited capacity as a challenge, despite increased enrollment and provider offerings in recent years. DDS/RSA has also noted increased demand for their services that has resulted in requests for additional funding and the possible need for more priority of service considerations. (Page 43)

Overall, it is essential that we work as full partners in a workforce development system that efficiently and effectively allocates resources to assist all people to enter the workforce, especially those with significant barriers, including people with disabilities. In order to make best use of resources and ensure we are able to serve District residents to capacity, we must continue to truly integrate services and adopt career pathways with linkages between partners and programs.

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Through these efforts, we will be able to increase our capacity to better serve District residents, reduce duplication of services and streamline funding through shared contracts and blending and braiding of funding. The District will continue to strategize how to leverage funding across all of the WIOA Titles to meet as much of the Workforce Development and adult education needs of District residents as possible. Additionally, the District will continue to engage providers, partners, businesses and other key stakeholders in conversations about its efforts to increase the capacity of its providers throughout the implementation of the WIOA State Plan over the next four years. (Page 45)

The agencies operating the core programs and the required partner programs made strides over the past year to improve coordination of services and jointly plan for the changes called for under WIOA. Members of the District's Adult Career Pathways Task Force, first convened in December 2014, include leadership from the WIC, DOES, DDS/RSA, DHS, OSSE, DME, DMGEO, DCPS, the DC Council, the Public Charter School Board, the DC Public Library system, and three community-based organizations. Through the work of the Task Force's Strategic Plan to build a career pathways system in the District, these agencies laid the ground work for how services and programs can better be integrated in order to improve delivery of services for our residents. Much of the content in this WIOA State Plan builds on the work of the Task Force, which will continue to meet quarterly to oversee implementation of the career pathways strategies. (Page 150)

## Employment Networks

The District of Columbia currently has availability for provision of extended supported employment services through Medicaid only for people with intellectual disabilities and people with serious mental illness or serious emotional disturbance. The Medicaid Waiver in the District for Elderly and Persons with Disabilities does not currently include Supported Employment as a covered service. Furthermore, the District currently has no other Waiver Services to provide extended supported employment services to people with developmental disabilities (e.g., autism, without an intellectual disability), traumatic brain injury, or other physical disabilities. In planning for extended services for these populations, DCRSA must rely on either Ticket to Work Employment Networks or natural supports. (Page 224)

\* All enclosed information is cited directly from final state plan as of February 23, 2017

Find your local state plans here: <https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html>