

Idaho (ID) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

Average Earnings performance measure dropped from 112% to 91%. Average second and third quarter salaries in PY 14 were \$6,597. The drop in average salaries is affected by the number of hours participants are willing to work after transition. Traditionally, participants are at the retirement age and may not want to work a full time schedule when transitioned to employment. ICOA will improve this performance by targeting jobs that provide a higher hourly wage and provide participants with professional skills trainings to match higher paying job positions.

The “Most In Need” performance measure dropped from 2.58 to 2.51 average employment barriers per participant. ICOA and Experience Works recently implemented a process to prioritize and enroll participants with higher employment barriers. As positions open on the program, the sub grantee will prioritize participants with barriers to employment first. Experience Works will also, ensure priority of service is given to veterans and ensure positions are filled in rural areas where employment opportunities are limited. (Page 141)

Customized Employment

No specific disability related information found.

Braiding/Blending Resources

No specific disability related information found.

Section 188/Section 188 Guide

Section identified but no detailed information specifically addressing disability focused implementation. (Page 162)

DEI/Disability Resource Coordinators

Youth with disabilities are a priority group for the WIOA Title I Youth program and are also the target group for the state’s current Disability Employment Initiative (DEI) grant. The state has made significant efforts to ensure that services to youth with disabilities are provided in the same capacity as those without disabilities and the needs of this population are properly addressed. WIOA Youth program staff are trained by or partnered with DEI staff for service provision. Regional business specialists and other WIOA partner staff providing services to employers develop key relationships with businesses to provide opportunities for work-based activities for youth with disabilities. Strong partnerships with the Idaho Division of Vocational Rehabilitation, Idaho Commission for the Blind

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and Visually Impaired and Idaho Educational Services for the Deaf and the Blind are utilized to develop and undertake activities as diverse as Ropes courses for teamwork and leadership development to week-long work readiness camps that help these youth achieve success by building their confidence, self-esteem and job seeking skills. (Page 201-202)

Other State Programs/Pilots that Support Competitive Integrated Employment

The Division's transition coordinator has been traveling across the state to create awareness of the changes in the VR program and to market PETS pilot programs. These activities consist of a series of face to face meetings in communities across Idaho including key stakeholder engagement through a series of regional special educator meetings, presentations at statewide administrator meetings, presentation at Tools for Life to parents, students and educators, outreach to Idaho Parents Unlimited, outreach to the Idaho Interagency Council on Secondary Transition, and ongoing discussions with the Idaho State Department of Education. (Page 277)

IDVR maintains the two primary innovation and expansion activities, supporting the activities of both the State Rehabilitation Council (SRC) and the State Independent Living Council (SILC). Additionally, FFY 2016 will see a substantial increase in innovation pilot projects to support transition services and will monitor these pilot programs for model fidelity and outcome. The Division will work closely with the SRC to identify further innovation and expansion activities which align with the goals and priorities outlined in WIOA. To this end, IDVR has set aside one FTE to hire a Business Relations Liaison to help meet this new emphasis in WIOA and has engaged, in part with the Job-Driven Vocational Rehabilitation Technical Assistance Center to help inform the competencies required by this position. The Division hopes to proceed after the 'effectiveness in serving employers' is defined by the US Departments of Education and Labor. IDVR will coordinate business outreach efforts with the Idaho Department of Labor. (Page 303)

Financial Literacy/Economic Advancement

No specific disability related information found.

Benefits

The IDVR and the Commission provide services such as counseling and guidance, assessment, vocational training, post-secondary education, transportation, personal assistance services, and job placement. Through customer informed choice and in partnership with their VR counselor, individuals with disabilities are able to create an individualized plan for employment, maximize their potential, and reach the goal of competitive integrated employment. Service identification is determined through a comprehensive assessment of the individual needs and interests based upon vocational goal selection. Comparable benefits are sought prior to the expenditure of program funds for nonexempt services. (Page 55)

- In addition to internal training, IDVR will develop training in concert with workforce partners to cross-educate program staff on the benefits and services provided by all partners. The Division will coordinate disability specific training initiatives for non-Title IV programs with the Commission.

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- The Division will continue its collaboration with the Commission in serving individuals with multiple disabilities when applicable. (Page 92)

Partner-provided services are also accessed to meet specific One-Stop customer needs. Braille, tape or large print of written information are available through the Idaho Commission for the Blind and Visually Impaired or a directory of Sign Language and Oral Interpreters is available through the Council for the Deaf and Hard of Hearing. Other non-required partner services are also common points of One-Stop referral such as those provided by DisAbility Rights Idaho, which operates the Work Incentives Planning and Assistance program in the state and provides counseling to customers on how employment affects Social Security benefits. (Page 164)

Partnership Plus: IDVR has established four Partnership Plus agreements with Employment Networks (EN's) throughout the state. The Partnership Plus agreements facilitate referrals between the IDVR and the EN under the Social Security Administration's Ticket to Work program. The Agreement defines the responsibilities of each party in working with Social Security beneficiaries (those receiving SSI/SSDI benefits) under the Vocational Rehabilitation Cost Reimbursement (CR) program. This partnership is created for instances where the IDVR has been serving a Ticket Holder under the IDVR CR program and is closing a beneficiary's case with the beneficiary in employment. This agreement establishes the basis for the coordination of vocational rehabilitation services provided by the IDVR with the provision of ongoing support services, benefits counseling, job retention services, and other types of services and supports provided by the EN to assist beneficiaries in maintaining employment and increasing their earnings. (Page 269)

There is a strong correlation between those individuals requiring supported employment (SE) services and presumptively eligible participants in the VR program. To approximate the potential need for SE services, the Division will utilize counts of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) beneficiaries.

Individuals who qualify for SSI/SSDI are by law presumptively eligible for Vocational Rehabilitation services. The United States Social Security Administration (SSA) estimates that as of December 2012 the number of Idahoans age 18-64 who received SSDI was 42,382. SSI benefits were received by 19,933 individuals while 6,668 people concurrently received SSI and SSDI during the same period. These 62,315 individuals represent 6.6% of all working age Idahoans. (Page 290)

WIPA referrals, one of IDVR's benchmarks to meet this priority realized a year over year increase of 40% from FFY 2014-2015. A second benchmark, Social Security reimbursements to VR is difficult to compare due to large fluctuations in the dates cost reimbursements are processed. SSA has developed a new processing system and hopes to phase-in all programs soon. This will make for a more legitimate benchmark as SSA will conduct payment requests in a timelier manner.

IDVR's primary WIPA partner, Disability Rights of Idaho (DRI) did not reapply to administer WIPA in Idaho, consequently we have fewer in state resources to draw from for benefits planning. Montana State University - Billings is now the lead agency for WIPA referrals. DRI has agreed to provide information on Idaho's context to MSU. In the Treasure Valley, Living Independence Network Corporation (LINC) provides benefits counseling in their designated geographical locale. (Page 311)

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2. IDVR's primary WIPA partner, Disability Rights of Idaho (DRI) did not reapply to administer WIPA in Idaho, consequently we have fewer in state resources to draw from for benefits planning.
3. There is general consensus in the Planning and Evaluation Unit that while the CSS process needs to be revisited, the capacity to do so has been lacking.
4. A second benchmark, to increase the number of different occupational areas hiring IDVR customers has been determined to be an insufficient measure to address the objective. This indicator is not sensitive to, nor does it measure meaningful engagement with Idaho's employers. The Division feels new Section 116 performance measure provide far more relevant indicators to gauge performance toward this goal (e.g. employer services indicator and measureable skills gains). (Page 313)

(1) Increase Independence and Employment Outcomes through quality rehabilitation services. ICBVI will implement the following strategies:

- Work with Transition youth at the start of high school to foster the development of ongoing transition planning and services specifically connecting School Districts throughout the State;
- ICBVI will meet or exceed the required federal indicators;
- Emphasize the use of work incentives from Social Security Administration that promotes the transition of dependence on benefits to the independence of part or full time employment;
- Provide ongoing staff training to insure qualified professional staff knowledgeable in blindness, visual impairments as well as secondary disabilities, counseling techniques, vocational rehabilitation, community and secondary transition;
- •Conduct Assistive Technology Assessments where needed. (Page 352)

School to Work Transition

The Division will coordinate activities with mandatory One-Stop partners by sharing program contact information, eligibility criteria, and training on program services and mission. The Division will maximize services to individuals with disabilities through increased collaboration and integrated service delivery with various partners in One-Stop centers. Comprehensive information and training will be provided to outside organizations such as, the Department of Mental Health and Welfare's Division of Behavioral Health, School to Work Transition, American Indian Vocational Rehabilitation Services, Centers for Independent Living, and the Idaho Department of Correction. Participants will be encouraged to co-enroll in applicable services at the local One-Stop to ensure participants can benefit from the full range of services available to them. (Page 97)

Coordination of service provision will take place at the local area level. Local agreements will be established among One-Stop partners that promote communication and include arrangements for cost sharing to enable the full utilization of external funding sources. The Division will support

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informational training on programs. The Division will continue to support coordination and co-location with external plan agencies such as the Division of Behavioral Health, the Idaho Department of Correction and our school to work transition partners. (Page 100)

It is worth contrasting the services in the regions of the state covered by the cooperative agreements versus those not covered. Any individual school district may participate in the arrangement. IDVR counselors are either located in high schools or travel to those high school participating in the project. This increases accessibility to the students eligible and/or potentially eligible for IDVR services. Counselors maintain a dedicated caseload of transitioning students and youth with disabilities until case closure. Dedicated school to work counselors collocated in schools creates closer working relationships with school personnel, provides for more timely referrals, better support throughout the rehabilitation process, and the expertise that comes with specialization. The arrangement has proved important in developing an excellent working relationship between IDVR staff and school districts across the state. (Page 270)

ICBVI VR Counselors and Administrative Office staff coordinates with education officials to work with blind and visually impaired students transitioning from the K-12 school system. VR counselors regularly meet with the Special Education teachers, teachers of the visually impaired, school counselors, school nurses and other personnel involved in school work transition. Students can be referred to ICBVI at age 14. A transition Individualized Plan for Employment (IPE) is developed to assist the student with their successful transition from school to work (Page 334)

1. To continue serving school districts across the state. All Idaho school districts are served through each regional office. ICBVI does not maintain any cooperative agreements with school districts specific to the funding of school to work transition counselors. (Page 337)

The Interagency Task Force on Transition from School to Work; Transition and Assistive Technology School to Work Conference: Tools for Life; Independent Living Conference; Training Conferences provided by the Association for the Education (AER) and Rehabilitation for the Blind and Visually Impaired; Collaborative training with the Idaho Educational Services for the Deaf and Blind. (Page 346)

ICBVI is committed to working collaboratively with the IESDB, IDVR, and all regional school districts to identify all eligible (or potentially eligible) secondary students in the state of Idaho. Furthermore, ICBVI is committed to reaching out to rural communities in this effort. ICBVI currently has two summer programs that are targeted towards high school students:

1. School to Work Experience Program (SWEP) and,
2. College Days. Curriculum in both of these programs is being reviewed and modified, as appropriate, to ensure they meet all of the criteria of PETS under WIOA. Additionally, both of these programs will be expanded to include more participants. (Page 358)

Goal 1 - Increase Independence and Employment Outcomes through Quality Rehabilitation Services.

- Passed Standards and Indicators for FFY 2015;
- The ICBVI's Assistive Technologist continues to maintain consistent monthly contact providing direct client assessments. Continued e-mail/telephone consultation with Teachers of the Visually Impaired (TVI);

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- Continued training of VR staff in order to provide needed services to clients with benefits;
- Regional meetings which include VR staff from both agencies, and School District staff, which are held every other year, last one was completed in September 2013. (Page 360)

Data Collection

The postsecondary institutions expressed interest in continuing to provide occupational skills training under WIOA, but faced challenges in implementing the new WIOA performance reporting for ETPs. In particular the workforce training programs, preferred by employers, did not collect the level of student information required for WIOA reporting. The stakeholder group met for over a year to write policy and develop technical solutions. Most importantly, this group generated buy-in for the much resisted data collection required. (Page 106)

As specified in Section (II)(b)(6) of this State Combined Plan, Idaho will continue to use these existing systems as the core infrastructure for our data collection and reporting processes under WIOA. Please refer to that section for more information regarding our plans for linking and integrating these systems. (Page 112)

This plan will allow core programs to update their data collection processes as needed to be WIOA compliant by July 1, 2016. It will also allow programs to begin updating their individual MIS systems as soon as possible, while taking steps toward fuller integration over the long term. Because an integrated system will not be in place on July 1, 2016, each program will be collecting data in different systems and we will use an ad-hoc data sharing process for exporting, sharing, matching, and importing data during the first, and possibly the second year. The core programs currently have data sharing processes and agreements in place under WIA, and these will be updated in Year One to align with WIOA data elements. (Page 156)

Small Business/Entrepreneurship

No specific disability related information found.

Career Pathways

IDVR has hired a Transition Coordinator with extensive experience and an established network across Idaho public K-12 education system. The Transition Coordinator can provide PETS related training and technical assistance customized for Idaho businesses and coordinate with the Business Relations Liaison to ensure relevant and meaningful interventions are tailored to the needs of businesses, and to address all employer concerns regarding the provision of PETS and work based learning experiences. Employer needs will help inform alignment between PETS and the career pathways/sector strategy outlined in the strategic elements section of Idaho's combined state plan. (Page 280)

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IDVR does not establish cooperative agreements with private nonprofit vocational rehabilitation service providers. Services are purchased on a fee-for-service basis. IDVR does have cooperative agreements with several non-profit CRPs for the coordination of services provided by Employment Networks for individuals who are Social Security beneficiaries who are Ticket holders. These cooperative agreements describe the coordination between both agencies. (Page 278)

* 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>