Michigan (MI) WIOA Matrix

**Employment First StateMentoring Program (EFSLMP)**

Employment First. Executive Order 2015-15 established Employment First in Michigan. It sets forth a mission to establish the expectation and promote opportunities for all working-age individuals with disabilities in Michigan to gain competitive employment within an integrated setting, with or without supports, and to engage businesses and organizations that value the contributions of employees with disabilities. All state departments and agencies that provide services and support to persons with disabilities, and all state departments and agencies that provide employment, economic development, or other related services, shall implement Employment First in Michigan by coordinating efforts and collaborating to ensure that state programs, policies, procedures, and funding support competitive employment within an integrated setting as the first priority and optimal outcome for persons with disabilities. (Pages 83-84) Title I

Michigan is an Employment First state and Michigan Rehabilitation Services is working closely with multiple stakeholders to improve employment outcomes for customers with disabilities. Several workgroups have formed, one of which focuses on school-to work improvement outcomes for students with disabilities. Technical assistance is being provided by TransCen, Inc. Career and Workforce Development, to implement the seamless transition model. (Page 256) Title IV

Michigan Rehabilitation Services is aligned with agency and community partners as part of the Employment First initiative in Michigan. This initiative’s purpose is to promote diversity and inclusive employment opportunities for individuals with disabilities. This is achieved by engaging businesses regarding the value employees with disabilities bring to their organizations. (Page 265) Title IV

Michigan Rehabilitation Services, Michigan Department of Education, the Behavioral Health and Developmental Disabilities Administration and other stakeholders are participating in Employment First efforts to improve competitive integrated employment outcomes for individuals with the most significant disabilities. These efforts, along with the newly signed Memorandum of Understanding, are designed to improve Supported Employment programming and outcomes. (Page 315) Title IV
Michigan (MI) WIOA Matrix

<table>
<thead>
<tr>
<th>Customized Employment</th>
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<tbody>
<tr>
<td>Vocational Rehabilitation is exploring ways to develop staff/vendor skills in customized employment and to export appropriate training across the state. (Page 113) Title I</td>
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Michigan Rehabilitation Services has updated its policy manual to align with Workforce Innovation and Opportunity Act mandates. This includes guidance for the provision of Extended Services for youth populations with the most significant disabilities. Extended Services may be provided for up to 4 years. In addition, Customized Employment is clarified within the policy as a Vocational Rehabilitation service option. (Page 264) Title I

Michigan Rehabilitation Services established a Memorandum of Understanding with the Behavioral Health and Developmental Disabilities Administration to ensure individuals with developmental disabilities who are dually eligible for both agencies’ programs have collaborative supports and services toward competitive integrated employment outcomes. The Memorandum of Understanding outlines the coordination of services, including Extended Services, Supported Employment, and Customized Employment. (Pages 266-267) Title IV

Michigan Rehabilitation Services offers statewide Supported Employment services, including Customized Employment, for individuals and youth with the most significant disabilities reach competitive integrated employment outcomes. Michigan Rehabilitation Services updated its policy manual to align with WIOA mandates. (Page 314) Title IV

Michigan Rehabilitation Services builds on the person-centered planning process used by local community mental health providers to develop quality individualized plans for employment. This includes required services and supports, service providers, Supported Employment goal, and may include Extended Service providers. Individualized services provided include, but are not limited to: individual community-based placement; trial work experiences; psychosocial rehabilitation via clubhouse programs; job coaching; job referral; Customized Employment; job development; job placement; and long-term follow along (including natural supports). (Page 315) Title IV

Customized employment of persons who are blind or visually impaired is paramount to every placement. The unique needs and accommodations that BSBP consumers may require lends itself heavily to customization. BSBP works closely with Community Rehabilitation Programs or fee for service vendors where we purchase service in order to assist them in understanding the complex needs of BSBP’s consumer base. BSBP’s Training Center provides blindness specific training to community partners to assist in the education and training of service providers. This practice speaks to the customization of the employment process. (Page 338) Title IV

Braiding/Blending Resources

Jobs Strategy: Our jobs strategy is integrated into the Governor’s overall strategic plan for
Michigan (MI) WIOA Matrix

Michigan’s reinvention. Michigan’s primary workforce development strategy is a demand-driven system that focuses on aligning all efforts, initiatives, programs, and funding around key industry clusters. This strategy includes the alignment of policies, operations, and administrative systems to avoid duplication of workforce programs and activities, as well as providing a way to leverage discretionary funding and formula-based investment across all programs. Our collaboration with workforce agencies, employers, economic developers, post-secondary education providers, and other partners with shared interests provides us with opportunities to leverage partner funds for services not funded under the WIOA. Our workforce programs are being implemented with innovation and efficiency in mind to deliver results-driven training and services in order to provide more and better jobs, assist employers with their workforce training needs, and revitalize our education system to better prepare youth. (Page 7) Title I

Our vision encompasses key actions related to workforce employment, training and educational programs as identified in the Governor’s strategy for Michigan’s reinvention. Key actions included:
• Creating WIOA planning regions across the State, thereby allowing local areas to devote their resources to leverage State resources that help create more and better jobs and training, (Page 74) Title I

Collaboration with other State of Michigan departments and agencies includes Michigan Rehabilitation Services, the Bureau of Services for Blind Persons, the Michigan Departments of Education, Health and Human Services, and Civil Rights among other state agencies, the Michigan Economic Development Corporation, and the Advisory Council on Deaf and Hard of Hearing align disability related programs by linking the state’s workforce and economic development agendas. To achieve necessary collaboration, the workgroup is moving forward with the formation of an ad hoc committee to identify and address the needs of individuals with disabilities and those agencies and respective services that can be leveraged for the purpose of putting qualified individuals back to work.  (Page 107) Title I

How the State will leverage other public and private funds to increase resources for extended services and expanded supported employment opportunities for youth with the most significant disabilities. Michigan Rehabilitation Services is working to leverage other public and private funds by working strategically with Michigan businesses to expand the array of services to business through innovative approaches. Proposed strategies include:
• Assigning staff to specific businesses, providing customized services including Supported Employment.
• Expanding community work experience options for transition youth with significant disabilities to create Supported Employment opportunities.
• Aligning the business community with educational partners to provide additional resources, funding, and innovative programming through cooperative agreements and Memorandums of Understanding.

These strategies will assist Michigan Rehabilitation Services in leveraging resources for Extended Services and expanding Supported Employment. (Page 299) Title IV
**Michigan (MI) WIOA Matrix**

How the State will leverage other public and private funds to increase resources for extended services and expanded supported employment opportunities for youth with the most significant disabilities.

When BSBP consumers who are receiving Medicaid funding and who are receiving services from Community Mental Health agencies can leverage those resources to receive extended services. (Page 350) Title IV

### DEI/Disability Resource Coordinators

No disability specific information found regarding this element

### Financial Literacy/Economic Advancement

The Bureau’s Staff Developmental Unit subscribes and shares, as appropriate, information, facts, materials, news and reports from resources such as the Institute on Rehabilitation Issues (IRI), the National Center for Rehabilitation Training Materials (NCRTM) and The LEAD which is a collaborative of disability, workforce and economic empowerment organizations dedicated to improving employment and economic advancement outcomes for all people with disabilities. In addition, information is posted using the Bureau’s Knowledge Management System and Online Learning Center known as eLearn. (Page 272) Title IV

### School to Work Transition

The Project SEARCH program is one initiative launched by the State of Michigan to promote Executive Directive 2014-1. Project SEARCH is a one-year internship for students with disabilities, ages 18-26, ready for their last year of high school and with a goal of competitive employment. The purpose is to provide both classroom training and real-life work experience to prepare students for employment following completion of the program. Nine state departments have identified internships and two additional departments have expressed an interest in hosting an intern during the 2018-2019 school year. Options, including the establishment of a Project SEARCH Worker classification, are being considered to allow for permanent placement of interns upon successful completion of the program. (Page 91) Title I

Bureau of Services for Blind Persons is working with the One Stop centers to provide services to Pre-Employment Transition Services (Pre-ETS) students and youth in order to allow for summer work experiences and the development of work based learning. We know that that this is an ongoing area where partnership is needed as the relationships vary in intensity across the state. (Page 92) Title IV

VR is also participating in an Office of Disability Employment Policy grant that is supporting four pilot sites in Michigan with the goal of Students with Disabilities achieving competitive integrated employment prior to exiting secondary education. The four pilot sites are utilizing a collaborative approach involving core partners where education and adult agencies (for example: Vocational Rehabilitation and Behavioral Health and Developmental Disabilities Administration) provide early intervention and work experiences while the student is still in secondary education. (Page 93) Title IV

Pathways to Potential -- This human services program focuses on three critical elements: going...
Michigan (MI) WIOA Matrix

into the community to where the individual is located, working one-on-one with families to identify and remove barriers and serve as connectors to a network of services, and engaging community partners and school personnel in efforts to help families find their pathway to success. Michigan Rehabilitation Services partners with Pathways to Potential to connect students with disabilities and their family members with disabilities to vocational rehabilitation services leading to competitive integrated employment. (Page 254) Title IV

To comply with the Workforce Innovation Opportunity Act, Michigan Rehabilitation Services is collaborating with the Michigan Department of Education to update the Memorandum of Understanding. This agreement lays out how Michigan Rehabilitation Services and the Michigan Department of Education partner to provide a coordinated set of activities to facilitate a seamless transition of students with disabilities from school to competitive integrated employment. The Memorandum of Understanding focuses on mandates for transition services described in the Workforce Innovation Opportunity Act and the Individuals with Disabilities Education Act (2004). This includes how Michigan Rehabilitation Services and the Michigan Department of Education will collaborate to fulfill mandates on behalf of students with disabilities. Key elements of the partnership are stated in the agreement and include: Authority; Purpose; Pre-Employment Transition Services Required Activities; Consultation and Technical Assistance; Transition Planning; Outreach and Identification of Students with Disabilities; Section 511 Subminimum Wage; Assurance; and Provision of Services and Reimbursement. (Page 255) Title IV

Michigan is an Employment First state and Michigan Rehabilitation Services is working closely with multiple stakeholders to improve employment outcomes for customers with disabilities. Several workgroups have formed, one of which focuses on school-to-work improvement outcomes for students with disabilities. Technical assistance is being provided by TransCen, Inc. Career and Workforce Development, to implement the seamless transition model. (Page 256) Title IV

Michigan Rehabilitation Services provides Pre-Employment Transition Services to students with disabilities prior to, and after application. Approximately 30 counselors have been hired to provide Pre-Employment Transition Services prior to application. Pre-Employment Transition Services are provided by Michigan Rehabilitation Services counselors for students who are interested in and need the program. Pre-Employment Transition Services are provided prior to application and during the stages of the vocational rehabilitation process which include: application, eligibility determination, and Individualized Plan for Employment. Transition and general counselors may serve customers meeting the definition of a student with a disability.

Michigan Rehabilitation Services coordinated with educational partners to deliver contracted Pre-Employment Transition Services through Michigan’s Centers for Independent Living. In addition, local district offices are coordinating with educational partners to develop Pre-Employment Transition Services programs to be provided by community rehabilitation organizations and other qualified vendors. (Page 256) Title IV

• Project SEARCH - Michigan currently has 16 Project Search sites impacting approximately 100 students with disabilities per year. Project SEARCH is a business-led model allowing students with disabilities in their last year of secondary education to participate in three unpaid internships at a business in their community for school credit. The goal of the program is for students to become employed at the host business or another business in the community after completion.
**Michigan (MI) WIOA Matrix**

Project SEARCH funding was an outcome of the 2013 Mental Health and Wellness Commission report recommending expansion of a minimum of 3 additional Project SEARCH sites per year. Michigan Rehabilitation Services has received dedicated Project SEARCH funds to support the expansion of new sites. The funding is used to provide technical assistance from Project SEARCH to Michigan and to provide vocational rehabilitation services.

- **Post-secondary Education Rehabilitation Transition (PERT) Program** - The PERT program is a one week comprehensive vocational and independent living assessment offered in a semi-structured residential environment at Michigan Career and Technical Institute for students enrolled in secondary education. In summer of 2017, 144 students with disabilities participated in the program. Students reside in dormitories, giving them the experience of independent living. After completion, students return to their local school districts where information they have learned is document in their Individualized Education Program.

  This past year, the PERT program has been offered in local communities as a pilot. One benefit of making the program portable is more students can participate in the assessment process as they are not required to travel and stay on campus of Michigan Career and Technical Institute to participate.

- **Pathways to Potential** - This human services program focuses on three critical elements: going into the community to where the individual is located, working one-on-one with families to identify and remove barriers and serve as connectors to a network of services, and engaging community partners and school personnel in efforts to help families find their pathway to success. Michigan Rehabilitation Services partners with Pathways to Potential to connect students with disabilities and their family members with disabilities to vocational rehabilitation services leading to competitive integrated employment.

- **Seamless Transition** - The seamless transition model targets students with intellectual and developmental disabilities. A collaborative approach is used to prepare and support students with the outcome of competitive integrated employment prior to exit from secondary education. (Page 257-258) Title IV

Michigan Rehabilitation Services provides consultation and technical assistance to Michigan Department of Education and local educational agencies to assist in planning for the transition of students with disabilities from school to post-school activities, including postsecondary education, employment-related activities, Pre-Employment Transition Services and other vocational rehabilitation. Consultation and technical assistance may include, but is not limited to, the following topics:

- Disability awareness
- Accommodations and assistive technology
- MDHHS Michigan Rehabilitation Services application, eligibility, and services
- Community-based services
- Independent living
- Career Pathways
- Competitive integrated employment (Page 259) Title I
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Transition planning occurs between the student/family/guardian, education staff and Michigan Rehabilitation Services staff to enhance the development of Individualized Education Programs. The Michigan Department of Education and Michigan Rehabilitation Services Memorandum of Understanding clarifies Michigan Rehabilitation Services staff will attend student Individualized Education Program meetings when invited. Educational partners are encouraged to provide advance notice, communicate and coordinate IEP meetings to ensure Michigan Rehabilitation Services staff are available to attend. (Page 260) Title IV

Transition counselors are connected to transition coordinators in each intermediate school district in the state. The counselors work in collaboration with transition coordinators, as well as other education staff, to identify students interested in pursuing competitive integrated employment who require vocational rehabilitation services. Students with disabilities are referred to Michigan Rehabilitation Services through this process.

In addition, Section 504 students are provided information about Michigan Rehabilitation Services by education staff, Michigan Rehabilitation Services marketing publications, informational meetings, and one-on-one meetings. If students are determined eligible, Michigan Rehabilitation Services works with the student and the family/guardian as appropriate to move through the rehabilitation process with the goal of competitive integrated employment. (Page 262) Title IV

Michigan Rehabilitation Services works extensively to provide Pre-Employment Transition Services and transition services for students with disabilities. Every Michigan Rehabilitation Services district has at least two assigned Pre-Employment Transition Services counselors and a Business Relations Consultant. Staff work to identify opportunities of Pre-Employment Transition Services, focusing on work-based-learning experiences, at local businesses. (Page 265) Title IV

Michigan Rehabilitation Services values the achievement of competitive integrated employment so that people with disabilities can be independent. Postsecondary education and job training beyond secondary education is critical to the achievement of independence for many people with disabilities. Through the provision of pre-employment transition services which allows for a continuum of developmental experiences, Michigan Rehabilitation Services will be able to help students (and their guardians) be better informed and prepared to choose careers. (Page 307) Title IV

Michigan Rehabilitation Services transfers customers receiving Supported Employment to extended services once stabilization has occurred. The customer is considered to have achieved stabilization when the counselor, with input from the job coach/employment specialist, employer and individual, confirms that: (1) initial intensive services identified on the IPE have resulted in the individual demonstrating acceptable job performance and (2) a reasonable expectation...
Michigan (MI) WIOA Matrix

satisfactory job performance will be maintained with the individual based on ongoing support services being provided. (Page 316) Title IV

A BSBP Transition Specialist has been hired to assist the Transition Services Manager, field counselors and the BSBP Training Center in developing and implementing new Pre-ETS programs as well as provide Pre-ETS services to students who are visually impaired. BSBP has VR counselors and Vision Rehabilitation Therapists assigned geographically to each ISD and Local Educational Authority (LEA). The VR counselor works closely with teacher consultants for the visually impaired to identify students who would benefit from Pre-ETS and/or Vocational Rehabilitation Services through outreach and the BSBP Youth Low Vision Program. (Page 331) Title IV

BSBP will provide Pre-ETS not only to students with disabilities who have applied for vocational rehabilitation services but also to those students with disabilities who have not applied for services. If a student needs a service that goes beyond the scope of Pre-ETS and such additional service is listed on the student's approved IPE, BSBP will pay for those costs with non-reserved VR funds. If a student applies for a VR case, the Counselor establishes eligibility for vocational rehabilitation services within 60 days of the VR application being signed. The VR Counselor works with the student and parents to develop an IPE outlining the VR services necessary to assist the student in obtaining competitive integrated employment. The eligibility criteria for services must be met before plan development. The IEP, along with the IPE, are instruments that identify education, transition, and employment goals and objectives. The services outlined in the IEP are cooperatively agreed upon by the schools or educational facilities, parent/student, other relevant agencies and the rehabilitation agency; thereby establishing the objectives of the transition plan. (Pages 331-332) Title IV

Not all eligible or potentially eligible students with disabilities will require all five required pre-employment transition services, however, all should receive all needed services, as determined through informed choice and consultation with each student based on their strengths and needs and consistent with their IEP, when applicable. (Page 336) Title IV

Students who are blind or visually impaired benefit from services designed to enhance Competitive Integrated Employment (CIE) outcomes by receiving work based learning, work based readiness, career exploration counseling, instruction in self advocacy and counseling on opportunities for enrollment in post-secondary education. BSBP’s assessment suggests that early intervention implementing the above services leads to stronger vocational direction and outcomes that are focused on demand driven occupations. BSBP is gathering data as the implementation of WIOA drives this early intervention in order to obtain evidence based practice to substantiate the benefit of providing these early services. BSBP aligns with IDEA by participating in the IEP process, participating and conducting person centered plans and post-secondary planning. (Page 345) Title IV
BSBP provides appropriate Pre-ETS services and/or VR services to potentially eligible students or students who are eligible as early as age 14. BSBP attends IEPs, person-centered planning meetings, consultations with school staff including transition coordinators for the purpose of providing education and training for students and families regarding the opportunities for services that can enhance CIE outcomes. The ability to provide the five Pre-Employment Transition services categories and the four coordination services along with the nine authorized categories when appropriate can create an opportunity for great success. Examples are provision of work-based learning experiences that allow students to engage with employers, including learning soft skills. Providing the opportunity to visit college, and vocational programs to understand the expectations and plan with their family and counselor how to incorporate those into their career plan. (Page 353) Title IV

BSBP transfers customers receiving Support Employment to extended services once stabilization has occurred. The customer is considered to have achieved stabilization when the counselor, with input from the job coach/employment specialist, employer and individual, confirms that: 1) initial intensive services identified on the IPE have resulted in the individual demonstrating acceptable job performance, and 2) a reasonable expectation of satisfactory job performance will be maintained with the individual based on ongoing support services being provided. (Page 359) Title IV

Career Pathways

Both VR agencies have collaborated to provide disability sensitivity training to front-line Michigan Works! staff and ADAAG (ADA Architectural Guidelines) evaluations. The purpose for the training and evaluations support Section 188 of WIOA which prohibits the exclusion of an individual from participation in, denial of the benefits of, discrimination in, or denial of employment in the administration of or in connection with, any programs and activities funded or otherwise financially assisted in whole or in part under Title I of WIOA because of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or for beneficiaries, applicants, and participants only, on the basis of citizenship status, or participation in a program or activity that receives financial assistance under Title I of WIOA. For example, the most effective implementation of a strategic approach to address Section 188 has occurred in the Michigan Works! Macomb/St. Clair where a subcommittee under the Workforce Development Board was established specific to serving individuals with disabilities, the VR agencies serve as members on this subcommittee. Intense technical assistance from Michigan Rehabilitation Services/BSBP was provided to all of the offices within this Michigan Works! Office. (Page 92) Title I

Michigan Works! Service Centers must be inclusive of all customers to be effective. Inclusion honors and accommodates diversity. A universally accessible system requires meeting the diverse customer needs that exist within the local delivery area, which includes the needs of individuals with disabilities, people of different cultures, and persons with barriers to
Michigan (MI) WIOA Matrix

employment. Where inclusion abounds, centers are welcoming, inviting, accommodating, and accessible to everyone. As recipients of federal funds, Michigan Works! Agencies are required to comply with various regulations relating to non-discrimination, equal opportunity, and inclusion. The most critical of these regulations are:

- Section 188 of the WIOA.
- Section 504 of the Rehabilitation Act of 1998, as amended.
- Titles I and II of the Americans with Disabilities Act (ADA). (Page 156) Title IV

Michigan Rehabilitation Services provides consultation and technical assistance to Michigan Department of Education and local educational agencies to assist in planning for the transition of students with disabilities from school to post-school activities, including postsecondary education, employment-related activities, Pre-Employment Transition Services and other vocational rehabilitation. Consultation and technical assistance may include, but is not limited to, the following topics:

- Disability awareness
- Accommodations and assistive technology
- MDHHS Michigan Rehabilitation Services application, eligibility, and services
- Community-based services
- Independent living
- Career Pathways
- Competitive integrated employment (Page 259) Title IV

Apprenticeship

The provision of VR services to assist businesses to obtain qualified talent includes:

- Talent Development including no cost recruitment and paid internships and apprenticeships
- Reasonable Accommodations/Ergonomic Intervention to develop strategies for Workers with Physical, Cognitive and/or Behavioral Disabilities
- Connections to partner assets and services
- Job Analysis for performance elements and requirements
- Risk management/Staff Retention
- Injury Prevention and Wellness Programming
- ADA (Americans with Disabilities Act) Services (Page 70) Title I

Work Incentives and Benefits

Cooperation with Social Security Administration and Michigan Rehabilitation Services regional and local district offices to assist dually eligible customers receiving disability benefits in the use of Social Security work incentives and return to work efforts. Each Michigan Rehabilitation Services office has a dedicated champion for addressing unique needs of Social Security Administration recipients. These include Michigan Rehabilitation Services’ internal (online) eLearn system which contains information regarding:

- Social Security Administration’s Ticket to Work program and work incentives,
- Resource and referral available through the Social Security Administration’s Work Incentive Planning and Assistance project in serving Michigan communities,
- Referral to Beneficiary Access and Support Services as contracted with the Social Security Administration.

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Administration, Social Security Administration Work Incentive Liaisons available through local Social Security Administration offices, and Michigan Rehabilitation Services fee-for-service vendors. (Page 251) Title IV

**Employer/Business**

No disability specific information found regarding this element.

**Data Collection**

According to the Fiscal Year 2016 RSA-911 data, 89% of customers were determined eligible for services and exited Michigan Rehabilitation Services during Fiscal Year 2016 were significantly or most significantly disabled; 65% were most significantly disabled. Customers with the following characteristics were more likely to be determined to have a most significant disability: racial/ethnic minority, students or youth, attendance or completion in special education certificate program, and Social Security beneficiaries. In addition, a higher proportion of customers with cognitive or psychiatric impairments were determined to be most significantly disabled. (Page 279) Title IV

**511**

VR is developing a coordinated process with State and local educational agencies in assisting individuals with disabilities, especially youth with disabilities who are considering subminimum wage employment or who are already employed, at a subminimum wage, to maximize opportunities to achieve competitive integrated employment through services provided by VR and the local educational agencies. (Pages 97-98) Title I

To comply with the Workforce Innovation Opportunity Act, Michigan Rehabilitation Services is collaborating with the Michigan Department of Education to update the Memorandum of Understanding. This agreement lays out how Michigan Rehabilitation Services and the Michigan Department of Education partner to provide a coordinated set of activities to facilitate a seamless transition of students with disabilities from school to competitive integrated employment. The Memorandum of Understanding focuses on mandates for transition services described in the Workforce Innovation Opportunity Act and the Individuals with Disabilities Education Act (2004). This includes how Michigan Rehabilitation Services and the Michigan Department of Education will collaborate to fulfill mandates on behalf of students with disabilities. Key elements of the partnership are stated in the agreement and include: Authority; Purpose; Pre-Employment Transition Services Required Activities; Consultation and Technical Assistance; Transition Planning; Outreach and Identification of Students with Disabilities; Section 511 Subminimum Wage; Assurance; and Provision of Services and Reimbursement. (Page 255) Title IV

Michigan Rehabilitation Services provides career counseling and information and referral services for individuals with disabilities employed at subminimum wages. Individuals with disabilities are provided information and resources on competitive integrated employment initiatives designed to transition employees from sub minimum to competitive integrated
Michigan Works! Service Centers must be inclusive of all customers to be effective. Inclusion honors and accommodates diversity. A universally accessible system requires meeting the diverse customer needs that exist within the local delivery area, which includes the needs of individuals with disabilities, people of different cultures, and persons with barriers to employment. Where inclusion abounds, centers are welcoming, inviting, accommodating, and accessible to everyone. As recipients of federal funds, Michigan Works! Agencies are required to comply with various regulations relating to non—discrimination, equal opportunity, and inclusion. The most critical of these regulations are:

- Section 188 of the WIOA.
- Section 504 of the Rehabilitation Act of 1998, as amended.
- Titles I and II of the Americans with Disabilities Act (ADA).

Each year, the Department of Labor and Economic Opportunity, in conjunction with the Michigan Works! Association, hosts a Multi—State Equal Opportunity Officers training seminar. Representatives from the U.S. Equal Employment Opportunity Commission and the U.S. Department of Labor Civil Rights Center conduct the training. The training focused on social media and employment discrimination, discrimination complaint, investigative techniques, asking telling, using and storing disability related information, recognizing hidden disabilities and identifying strategies to assist individuals, assistive technologies, and web accessibility guidelines.

The Michigan Works! Service Center certification criteria policy provides guidance on accessibility of our One-Stop delivery system and our Wagner-Peyser Employment Services Manual provides information about the requirements of posters and other materials to be displayed at Michigan Works! Service Centers. The Department of Labor and Economic Opportunity staff monitor Service Centers for compliance with certification criteria as part of WIOA programmatic reviews. The goal of programmatic reviews is to provide technical assistance, as appropriate, and ensure that established policies, procedures, and systems of the Michigan Works! Agency achieve quality program outcomes that meet the requirements and objectives of the WIOA and federal and state regulations. This program review is in addition to the WIOA fiscal compliance monitoring, and thereby ensures the state will meet program design, as required by the WIOA.

Michigan Rehabilitation Services’ Assistive Technology Consultant sits on the Assistive Technology Advisory Council for Michigan’s Assistive Technology Act’s program. The AT consultant will be responsible for; but not limited to:
- Establishing a baseline and provide reports to reflect; program accessibility and progress and effectiveness of AT program/project implementation.
- Ensuring accessibility throughout the vocational process that align with ADAAG and assessing...
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the means in which the services are delivered (i.e. Online orientation, web base outreach, and physical office locations)
- Identify and assist in training curriculums ensuring for consistent practices across the Agency and interactions with partners.
- Develop a network of resources for the state to address:
  - Delivery, education and reinforcement of AT Training for participates.
  - Secure Demonstration Equipment for trial and training use.
  - Provides Businesses with a Subject Matter Expert to assist with AT implementation and Training for newly acquired employees and retention of current employees with disabilities.
- Develop a web-based inventory and exchange protocol to be utilized by the Agency and participates. (Pages 305-306) Title IV

Pre-Identify and assist in training curriculums ensuring for consistent practices across the Agency and interactions with partners.

The State of Michigan continues using the Talent Acquisition Portal — an online tool providing access to a centralized pool of individuals with disabilities, including disabled veterans, at the local, state and national level. MRS has committed to funding TAP access for state agencies for 18 months. TAP has both a national talent pool of Vocational Rehabilitation candidates looking for employment and a job-posting system for businesses looking to hire individuals with disabilities. TAP is led by the Council of State Administrators of Vocational Rehabilitation, the National Employment Team (NET) and disABLEDperson, Inc. TAP allows employers to post jobs, search candidate resumes based on skill sets and geographic availability, capture job metrics, generate compliance and application quick reports, interview candidates, have online job fairs, and have their jobs seen by individuals with disabilities across the country. Employers also benefit from VR counselors and qualified candidates searching available opportunities. (Page 91) Title I

Assure that veteran’s preference and priority are strictly observed by giving covered persons (eligible veterans and eligible spouses) employment and training opportunities ahead or instead of non—covered persons in accordance with the requirements of Priority of Service. In addition, veterans, transitioning service members, and eligible spouses may be qualified for intensive services provided by Disabled Veterans Outreach Program (DVOP) Specialists. Both DVOP Specialists and Local Veterans Employment Representatives (LVER) are integral, collocated partners in the Michigan Works! Service Centers. (Page 127) Title I

Priority of service is in effect at all times, not just when funds are limited. Priority is given in the following order:

78. First, to veterans and eligible spouses who are also funded in the groups are given statutory priority for WIOA adult formula funds. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority of services with the WIOA adult formula funds.
79. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the WIOA’s priority groups.
80. Third, to veterans and eligible spouses who are not included in the WIOA’s priority groups.
81. Last, to non-covered persons outside the groups given priority under the WIOA. (Page 154)
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**Title I**

The Jobs for Veterans’ State Grant provides funding to support Disabled Veterans’ Outreach Program Specialists and Local Veterans’ Employment Representatives. Disabled Veterans’ Outreach Program Specialists provide intensive, one-on-one employment services exclusively to program-eligible veterans and spouses who possess a significant barrier to employment and/or are part of a population group identified as eligible. The purpose of the Disabled Veterans’ Outreach Program Specialists’ services is to assist the client in becoming job ready so they can secure employment utilizing the public workforce system. Disabled Veterans’ Outreach Program Specialists do not interact with employers, nor engage in direct placement, and rely on their Michigan Works! Agency One-Stop partners to assist their job ready clients to secure appropriate employment. (Pages 154-155) Title I

The Jobs for Veterans State Grants is a fully integrated partner in our Michigan Works! Agency One-Stop Centers. All veterans and spouses of veterans seeking services at our One-Stop Centers will receive appropriate services from all One-Stop partners as would any other job seeker, but with priority of Service for veterans and eligible spouses applied. Prior to receiving services from the Jobs for Veterans State Grants, a veteran or spouse of a veteran is first assessed by a non-Jobs for Veterans State Grants One-Stop worker prior to referral. (Page 155) Title I

The Veterans Services team also provides guidance to Service Center staff on how to identify and refer a veteran to a Disabled Veteran Outreach Worker for intensive case management services. (Page 198) Title I

Michigan Rehabilitation Services continues Memorandum of Understanding with the Veterans Administration to provide coordinated services to returning veterans with disabilities. This agreement clarifies services not be duplicated, but are complimentary in assisting eligible veterans achieve meaningful employment, in accordance with the laws and regulations governing each entity. Bureau liaisons are identified to assist in coordinating cooperative employment plans. Cross training has been provided to ensure understanding of both federal programs. (Page 253) Title I

Additionally, facility improvements will allow MCTI to enhance occupational training programs to maximize opportunities for the following populations identified in the 2017 Comprehensive Statewide Needs Assessment.

- Individuals with mental illness
- Students and youth with disabilities (formerly Transition Youth)
- Individuals with Autism Spectrum Disorders
- Cultural minority residents with disabilities
- Individuals with sensory disabilities
- Veterans with disabilities
- Other underserved groups (Page 301) Title IV
### Mental Health

In 2017, Michigan Rehabilitation Services and Michigan Department of Health and Human Services Behavioral Health and Developmental Disabilities Administration revised and improved a longstanding Memorandum of Understanding between the two agencies. This updated agreement details Michigan Rehabilitation Services’ increased focus on both Supported Employment and the provision of Extended Services as detailed within Workforce Innovation and Opportunity Act.

The Memorandum of Understanding focuses on individuals with developmental and/or intellectual disabilities and is delivered locally. Specific local partnership agreements are developed between Community Mental Health service providers, Michigan Rehabilitation Services, and may also include community rehabilitation organizations and local school districts. The local partnership agreements include Community Mental Health funding that allows Michigan Rehabilitation Services to capture federal match funds. These funds are used to provide Supported Employment services throughout Community Mental Health service areas. These local agreements include goals, objectives, responsibilities, and expectations for delivering Supported Employment and Extended Services. (Page 263) Title IV

Michigan Rehabilitation Services established a Memorandum of Understanding with the Behavioral Health and Developmental Disabilities Administration to ensure individuals with chronic and persistent mental illness who are dually eligible for both agencies’ programs have collaborative supports and services toward competitive integrated employment outcomes. The Memorandum of Understanding outlines the coordination of services, including Extended Services, Supported Employment, and Customized Employment. Michigan Rehabilitation Services collaborates with Behavioral Health and Developmental Disabilities Administration in the development of the Individual Placement and Supports model. This model promotes early engagement in employment activities for individuals with chronic and persistent mental illness express an interest in competitive integrated employment. There are currently 22 Individual Placement and Support sites providing services statewide. (Page 267) Title IV

Michigan Rehabilitation Services builds on the person-centered planning process used by local community mental health providers to develop quality individualized plans for employment. This includes required services and supports, service providers, Supported Employment goal, and may include Extended Service providers. Individualized services provided include, but are not limited to: individual community-based placement; trial work experiences; psychosocial rehabilitation via clubhouse programs; job coaching; job referral; Customized Employment; job development; job placement; and long-term follow along (including natural supports). Supported Employment services are provided in integrated community settings to the maximum extent possible. Michigan Rehabilitation Services provides ongoing support services for adults until the customer has 90 days of stabilized employment. Following job stabilization, Michigan Rehabilitation Services transfers the customer from employment follow-along to extended services provided by community mental health or natural supports. (Page 315) Title IV
**Michigan (MI) WIOA Matrix**

Project SEARCH is a specific employment model for students with the most significant disabilities in secondary education. Project SEARCH is funded by Michigan Mental Health Wellness Commission and federal funds. Students receive follow-along services as part of the Project SEARCH model. Michigan Rehabilitation Services works with the Behavioral Health and Developmental Disabilities Administration to ensure extended services are provided for dually eligible students employed in competitive integrated settings. (Page 315) Title IV

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<td>No disability specific information found regarding this element.</td>
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*All enclosed information is cited directly from final state plan as of June 30, 2019*

Find your local state plans here:

[https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html](https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html)