

## Michigan (MI) WIOA Matrix

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

Michigan Developmental Disabilities Council related to the U.S. Department of Labor's Office of Disability Employment Policy's Employment First Initiative (Page 108)

- Vocational Rehabilitation is participating in the Office of Disability Employment Policy's Employment First Initiative through Michigan's Developmental Disabilities Council. Employment First is a concept to facilitate the full inclusion of people with the most significant disabilities, workplace and community. Under the Employment First approach, community-based integrated employment is the first option for employment services for youth and adults with significant disabilities. (Page 111)

Strategy 9: Michigan Rehabilitation Services desires to align their efforts to support individuals with disabilities toward an Employment First approach. Employment First will facilitate the full inclusion of people with the most significant disabilities in the workplace and community. (Page 330)

Priority 5: Michigan Rehabilitation Services will continue to work in alignment with state of Michigan on the concept of Employment First. (Page 334)

Governor's Executive Order 2015-15 assigned the Michigan Council for Rehabilitation Services (MCRS) the responsibility of oversight for implementation of Employment First in Michigan for all state entities that provide programming/services for competitive integrated employment outcomes. (Pages 454, 460, 462)

### Customized Employment

Vocational Rehabilitation is exploring ways to develop staff/vendor skills in customized employment and to export appropriate training across the state. (Page 116)

Vocational Rehabilitation is also exploring ways to develop staff skills and vendor skills in customized employment and to export appropriate training across the state. For example, the Michigan Career and Technical Institute Certified Nurse Assistant training program in Benton Harbor, Michigan is just the first of many Michigan Career and Technical Institute Certified Nurses Aid programs being exported to other communities. (Page 121)

Policy will be changed to allow for the provision of extended services to youth with the most significant disabilities up to 4 years as well as increasing extended services from 18 to 24 months as stated in the WIOA. Customized Employment will be added to policy as a vocational rehabilitation service option. (Page 296)

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Michigan Rehabilitation Services will be adding customized employment to the list of vocational rehabilitation service options under supported employment. (Page 346)

Customized Employment will be added to policy as a vocational rehabilitation service option. (Page 347)

Transition services with an emphasis on pre-employment transition services; Services for self-employment or telecommuting or establishing a small business operation as an employment outcome; Customized employment in accordance with the definition of that term in Sec.361.5(c)(11); Other goods and services determined necessary for the individual with a disability to achieve an employment outcome. (Page 365)

Generally, the applicants for the Supported Employment program are able to acquire specific training and supported services that will enable them to obtain integrated competitive employment, including customized employment, within the community in a variety of occupations. Supported employment consumers can be provided follow along services while still receiving VR services up to four years prior to case closure. (Pages 374, 376, 397, 454)

## Braiding/Blending Resources

No disability specific information found regarding this element.

## 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. 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. (Page 170)

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### DEI/Disability Resource Coordinators

No disability specific information found regarding this element.

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

Passage of state legislation supporting pilots; including one pilot to support and increase dual enrollment in adult education and secondary career and technical education; and another to increase early/middle college programs and strengthen their alignment to broader career pathway efforts. (Page 77)

### Financial Literacy/Economic Advancement

The Office of Adult Education also created contextualized curriculum for financial literacy, parenting, healthy lifestyles, hospitality and retail, clerical and office support, and for home health aides. (Page 254)

**Employment Readiness** - This course introduces prisoners to skills needed to gain and retain employment. They include: financial literacy, soft skills competencies, employment preparedness, job search tools, life skills, and community resources. (Page 260) Provide a venue for additional services to prepare people for success – such as mentoring, literacy support, and financial literacy assistance. (Page 129)

### Benefits

Career pathway approach benefits all learners – traditional and non-traditional – but is especially beneficial for adult learners that have difficulty navigating the various systems and making the transition from secondary to post-secondary education. (Page 254)

3. In partnership with the Grantor, conduct a review and analysis of the effectiveness and consumer satisfaction with vocational rehabilitation services and employment outcomes, including employment benefits. (Page 272)

Cooperation with Social Security Administration and Michigan Rehabilitation Services regional and local district offices to assist joint customers receiving disability benefits in the use of Social Security work incentives and return to work efforts. (Page 281)

A primary feature of this pilot is an Interagency Cash Transfer Agreement with Michigan State University resulting in a Michigan Rehabilitation Services counselor co-locating on campus and serving students from around the state. Students with disabilities will benefit from the shared expertise and resources put forth by the team that would otherwise be more limited or challenging to access. The team's collective supports are strengthened by the individual assets of each other. Secondary benefits include access to a deep pool of potential employers through Michigan State University alumni, a research component involving the Rehabilitation Counseling Program, and diverse work-based learning opportunities available on campus. (Page 292)

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Continuing to use an integrated recruitment packet including PowerPoint presentation and a facilitator's guide. The recruitment packet describes employment opportunities and benefits of working for Michigan Rehabilitation Services and of residing in Michigan. (Page 303)

A lack of social skills, the receipt of Supplemental Security Income benefits, and loss of respite and nursing services at age 21 were identified as barriers for youth with disabilities to obtain employment at an individual level. (Page 314)

Estimates were obtained by using "authorized/cost services". The difference between the 26,000 estimate of individuals to be served and the 19,119 estimate of individuals documented in this narrative reflects customers served by comparable benefits and/or other services. (Page 318)

### Benefits planning

- Customized employment. (Page 329)

**Measure:** Increased collaboration and participation with veterans' agencies and veterans' services toward better use of comparable benefits and customer outcomes. (Page 331)

In partnership with the Grantor, conduct a review and analysis of the effectiveness and consumer satisfaction with vocational rehabilitation services and employment outcomes, including employment benefits. Customer satisfaction information was collected by the MCRS through various activities:

1. Consultation with CAP
2. Data review
3. CSS Report and
4. Public Comment. (Page 359)

BSBP and DHHS will collaborate to reduce dependence on permanent disability benefits and promote opportunities for individuals with disabilities to actively participate in their communities and workforce by maximization/coordination of government, private agency and business resources to assist individuals with disabilities to enter or re-enter the workforce; improving the health and well-being of individuals with disabilities by promoting work participation; de-emphasizing disability as a de facto public assistance program; and refocusing efforts on assisting as many individuals with disabilities. (Page 367)

## School to Work Transition

The Career Preparation system links not only schools, Michigan Rehabilitation Services and workforce investment agencies, but routinely includes employers in the preparation and planning of programs that help to advance students from school to work. (Page 297)

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### Data Collection

Additional study (Individualized Education Program–Individualized Plan for Employment alignment study) is to be launched. This study was designed based on the case study conducted during the discovery phase which reported disconnection of vocational goals specified in the Individualized Education Program and the Individualized Plan for Employment. Baseline data analysis, IRB application, and contact for data collection were already complete. (Page 288)

Priority activities include implementing research–based transition practices; improving outcomes data collection for the state performance plan indicators and planning for improvement; monitoring state data on graduation rates, dropout rates and post–school outcomes; and addressing the impact of the new Michigan Merit Curriculum and the Personal Curriculum option on students with disabilities. (Page 289)

BSBP has established a goal to monitor, through data collection over the next three years, the successful completion of VR program/services for African Americans. The Comprehensive Statewide Needs Assessment has identified the need to increase eligibility of African Americans who are referred for vocational rehabilitation services. (Pages 388)

### Small Business/Entrepreneurship

Talent-Based Job Creation and Entrepreneurship - Community Ventures - The Workforce Development Agency, local Michigan Works! Agencies and the Michigan Department of Health and Human Services have developed a statewide network to assist the structurally unemployed, focusing on our Temporary Assistance for Needy Families population. (Page 46)

### Career Pathways

One aspect of career pathways that Michigan is ahead of the curve on is contextualized curriculum. Over the last ten years, the Office of Adult Education has developed contextualized curriculum for adult learners that is available free of charge to all local providers. The Preparing Workers for 21<sup>st</sup> Century Employment was developed to offer adult content reading materials targeting learners at the 4<sup>th</sup>–6<sup>th</sup> grade reading level in an effort to improve reading ability while simultaneously addressing the employment related topics identified by Michigan employers as critical to employee effectiveness. (Page 254)

Other partner programs include the Martin Luther King Jr. – Cesar Chavez – Rosa Parks initiative and Career Pathways administered through the Adult Education and Family Literacy Act programs (Title II), and Pathways to Potential administered through the Department of Health and Human Services/Vocational Rehabilitation (Title IV) programs. (Page 10)

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### Employment Networks

Section identified but no detailed information specifically addressing disability focused implementation. (Page 283)

\* 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>