



## Missouri (MO) WIOA Matrix

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

Division of Developmental Disabilities has a statewide employment initiative, Employment First, for working age citizens with disabilities. Employment services include job preparation, job discovery, and community employment in a competitive integrated work setting that may include ongoing supports. The Division of Behavioral Health provides employment services to individuals with mental illnesses, histories of substance abuse, and/or criminal backgrounds. Clinical and vocational employment services are integrated through state-wide partnerships to help individuals who are interested in employment participate in the competitive labor market with the appropriate level of supports and services to be successful. RSB will continue to partner and collaborate with DMH programs in the delivery of employment services. (Page 244-245)

### Customized Employment

VR's workforce development activities are designed to assist individuals with disabilities in obtaining, maintaining, or advancing in competitive integrated employment. These activities include assessments, vocational guidance and counseling, job preparation activities, which can include disability awareness, resume writing, interviewing skills. Additionally, VR provides eligible individuals with training (OJT, apprenticeships, customized employment, funding for community colleges, universities). (Page 47)

RSB has developed relationships with several employers across the state communicating directly with HR staff on employment needs, identify customized employment opportunities, and provide disability/blindness awareness and sensitivity training. Outreach activities have resulted in competitive integrated employment outcomes and work experience opportunities, both paid and unpaid, for youth and students with disabilities and adult clients. (Page 48)

MVR continually reviews its strategies to develop new employer relationships and support those who employ persons with disabilities. Some of its flexible strategies include increasing work-based learning opportunities, on-the-job training, internships and customized employment. (Page 182)

- SE Services — The nature of the service itself requires intensive one-on-one job training. Services are provided by CRPs and include job development, job coaching, natural supports, task analysis and assessment, counseling and advocacy services and customized employment. Usually, SE services will not exceed nine months, but MVR can provide up to 24 months of community-based job training. (Page 197)

Provide training opportunities to include the provision of pre-employment transition services and customized employment services. (Page 267)

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Supported employment services are available not only to individuals after leaving their secondary education program, but to students whose IEP and IPE include these services as part of their transition plan and whose school district signs a cooperative work experience program agreement with RSB. (Page 275)

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RSB has formal contract agreements with community rehabilitation providers to work with employers and assist clients with job search, job placement and customized employment opportunities. Other services include work based learning experiences, task analysis, and job coaching when needed. RSB contracts with Alphapointe Association for the Blind for an eight-week Summer Transition Employment Program (STEP) providing competitive work experience to high-school age youth. The goal is to provide each consumer with a foundation for the school-to-work transition, to enable each to practice personal independence through work and goal-setting experiences. (Pages 244, 266, 267)

## Braiding/Blending Resources

Missouri partners are committed to developing new career pathways for youth and adults with barriers to employment including individuals with disabilities. Missouri's core partner program leaders regularly meet to collaborate on braiding services for work-based learning and education funding. Through sector strategy regional business meetings and partner engagement, Missouri will work with employers to identify opportunities and services available to assist in eliminating employment barriers. (Page 62)

Local level partners are conducting asset mapping, cross training and job shadowing to better understand each other's services. These activities have led to collaborative practices such as co-enrollment and braiding of service funding. (Page 62)

Missouri's core and mandatory partners will collaborate to share resources to create environments to foster partnering at the local level as well as maintain resource allocations that keep existing partnerships at the local level. Specific examples include: As part of their services to individuals with disabilities, VR may provide funding for post-secondary training. As partners seek to co-enroll their customers, this will provide opportunity for leveraging of these resources through braiding of both educational dollars, as well as supportive services to ensure the customer's success. VR also provides guidance and counseling to the job seekers, to insure that access to comparable services funding is achieved, whether through partner agencies or through Federal funding, such as the Pell grant. (Page 87)

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Missouri will improve the outcomes for out-of-school youth by ensuring the 14 elements allowed under WIOA are met through a braiding of partner resources which will best meet each individual's need. The 14 program elements will be available to OSY participants, and will be funded with WIOA title I youth funds or leveraged partner resources. An agreement will be established with the partner to offer the program element and ensure that the activity is connected and coordinated with the WIOA youth program. (Page 135)

**SECTION 116 OF WIOA.** The Missouri workforce development system comprised of all core WIOA partners has developed a Memorandum of Understanding on the implementation of WIOA and creating the partnerships to begin developing common referrals, the braiding of services, and data sharing. These collaborative efforts will enhance access for individuals with disabilities and improve performance for all partners. Performance accountability measures under section 116 of WIOA are new to vocational rehabilitation and have not yet been measured. RSB met all required federal performance indicators during the past two years prior to WIOA. RSB will apply the same quality of service utilized in meeting those indicators to achieve the new performance measures and provide that level of quality while moving forward. (Page 267)

## 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 (sic). 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.

Missouri has a committee to specifically focus on one-stop certification criteria. The committee has established the criteria for certification, including accessibility. This committee includes representatives from Vocational Rehabilitation, Rehabilitation Services for the Blind and the Centers for Independent Living (CILs) who will assist with training and technical assistance to ensure accessibility of facilities, programs, services, technology and materials for individuals with disabilities. Accessibility criteria for certification includes the accessibility requirements contained with Section 188; policy review, adaptive technology equipment availability, emergency procedures, (Pages 114)

## DEI/Disability Resource Coordinators

No disability specific information found regarding this element.

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

No disability specific information found regarding this element.

### Financial Literacy/Economic Advancement

Months, but can remain in the program for the life of the grant program (...in this case, six years). One adult must be working from the household. The family must make deposits monthly into their savings accounts, and they must attend financial literacy programs covering such topics as home ownership, economic education, career guidance, micro-enterprise development, etc. Successful IDA's provide a great 'return on investment' by transforming a small contribution and hard work into a much larger payoff. Participants invest their IDA funds into their local communities, increase their incomes and become more self-sufficient. (Not disability specific but could be) (Page 318)

### Benefits

MVR is collaboratively funding Disability Benefits 101 with DMH's Division of Behavioral Health Services. Missouri Rehabilitation Services for the Blind. (Page 173)

- Provided cross training with local CILs to include information regarding benefits planning; and
- Is currently working in collaboration with DMH's Division of Developmental Disabilities to provide cross training with MVR counselors and IDD case managers regarding their respective services. (Page 176)

Additional partnering activities include the sponsoring of an employment summit with the Missouri Coalition for Community Behavioral Healthcare to facilitate clinical integration of behavioral health and community employment efforts and MVR's and DMH-DBH's co-funding of the customized Missouri benefits planning website DB101. (Page 184)

MVR has statewide and regional specialists that have had extensive training and experience in their area of expertise, e.g., business specialists, mental health, autism, assistive technology, AgrAbility, benefits planning, brain injury, hearing impairments, vision impairments, learning disabilities and self-employment. These specialists are available to provide direct assistance to clients as well as consultation with counselors. All counselors, regardless of their tenure, have the opportunity to work with a mentor who has expertise and experience in an area that is of interest to them. (Pages 190, 232)

Recipients of SSI/SSDI who also receive other benefits from the DSA (Pages 255)

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### School to Work Transition

Prepare for, obtain, maintain, advance in, or re-enter competitive integrated employment, including supported or customized employment. Extended services may be provided to youth with the most significant disabilities for a period not to exceed four years.

Supported employment services are available not only to individuals after leaving their secondary education program, but to students whose IEP and IPE include these services as part of their transition plan and whose school district signs a cooperative work experience program agreement with RSB. (Page 275)

RSB has one Job Development Specialist that works directly with employers to develop relationships and identify clients from various offices to meet employer needs. This position serves on several committees including the St. Louis Deafblind Taskforce, St. Louis County Disability Resource Committee, Employment Liaison Committee, Employment Working Group for Immigrants and refugees, St. Louis Transition Council, St. Louis Special School District Agency Collaborative, and the Urban League. This position receives and distributes job postings to VR staff and assists clients in the development of business plans required for self-employment vocational goals. (Page 48)

Research verifies that pathways from school to work or secondary to post-secondary education can be more difficult for individuals with disabilities therefore the need for transition career services and pre-employment transition services is great. (Page 202)

RSB has partnered with Lighthouse for the Blind and Alphapointe Association for the Blind through a contractual relationship to provide intensive specialized prevocational skills training to youth with disabilities who are blind or visually impaired. Lighthouse for the Blind's summer program delivers a residential program for students who plan to live independently and seek competitive integrated employment or attend a vocational training program or college upon graduation from high school. Alphapointe offers an eight-week program providing competitive work experience to high-school age youth. The goal is to provide each consumer with a foundation for the school-to-work transition. (Pages 234)

Establishment of a task force on blind student academic and vocational performance to "develop goals and objectives to guide the improvement of...transition from school to work, rehabilitation services, independent living, and employment outcomes for eligible students." Members are appointed by the Commissioner of Education in cooperation with the Director of the Department of Social Services (RSB's parent agency). (Page 23, 244, 49)

### Data Collection

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### Small Business/Entrepreneurship

RSB has placed the MI training via scenarios on DVD onto the agency intranet through the training application called the Employee Learning Center to allow for self-paced learning. Other sessions have focused on Comprehensive Assessment, IPE Development, the Self-Employment Resource Guide and Small Business Plans, and AgrAbility. RSB continued its Counselor Academy series of trainings in FFY 2015. The first day of the two day training was provided to both Vocational Rehabilitation Counselors and Rehabilitation Teachers. The staff received training on various eye diseases including diabetes, the resultant functional limitations and effects on the clients' overall health, eye condition, and ability to work. Other sessions included training on techniques for using low vision aids as well as a session on the Unified English Braille code. Counselor specific training focused on an introduction to the Workforce Innovation and Opportunities Act (WIOA) and a session on Transition. In addition, additional training was provided to staff on how to read profit and loss statements when working with clients seeking to start their own small business. (Page 251)

### Career Pathways

Occupational projections predict the number of workers needed in different educational and skill levels. In Missouri, the projections support the need for workers at all different skill and education levels. Through sector strategies, career pathways can minimize skills gaps since they are validated with the businesses in the area, leading to the success of the workforce. (Page 43)

Through sector strategies, partnerships between all parties within the workforce system are formed. Career pathways are developed through the collaboration of employers, the education system, and workforce system. Within the career pathways, an individual has multiple entry and exit points based on current skills and knowledge, as well as the person's willingness and capacity to continue to learn on the job, or through formal classroom education and/or training programs. The continued efforts of all WIOA partners ensure that all eligible persons, including those with disabilities, obtain skills to become or remain employed in high-demand, well-paid occupations. (Page 44)

Special education, as determined by the eligible agency; Secondary school credit Integrated education and training; Career pathways; Concurrent enrollment; Peer tutoring and; Transition to re-entry initiatives and other post release services with the goal of reducing recidivism. (Page 47)

Missouri partners are committed to developing new career pathways for youth and adults with barriers to employment including individuals with disabilities. Missouri's core partner program leaders regularly meet to collaborate on braiding services for work-based learning and education funding. Through sector strategy regional business meetings and partner engagement, Missouri will work with employers to identify opportunities and services available to assist in eliminating employment barriers. (Page 62)

- In addition to training services, the Title I & Title IV partners have work based programs such as on-the-job training and work experience which offer the customers the opportunity to combine education, training and employment services. VR & Rehabilitation Services for the Blind supports career pathways by providing a variety of services to students, youth and adults with disabilities. (Page 75)

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MVR is involved in sector strategies planning at the local and state levels to address skills gaps and create career pathways to better serve employers with their individual needs and to provide them with prepared candidates. It has been forming employment collaboratives at the local levels to ensure employers receive the best possible delivery of services. MVR will work with businesses to ensure they have resources for necessary workplace accommodations and rehabilitation technology. (Page 183)

## 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>