

Mississippi (MS) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

No specific disability related information found.

Customized Employment

MDRS continues to identify current information from research, rehabilitation trends and professional resources. This information is provided to agency staff through a variety of methods, including training at the state, regional, and district levels. Most recently this training has been focused on Autism and customized employment. Additionally, this information is posted and available to staff on MDRS Connect, the agency intranet. (Page 194)

Based on the individuals who are Deafblind that we do serve, the needed services include customized employment as well as services similar to those provided for individuals with the most significant disabilities. (Page 197-198)

- Person Centered Planning and Customized Employment as integral parts of service provision continue to be high priorities. These service approaches have been embraced by mental health providers, the DD Council, and other service providers in the state as accepted best practices for model service delivery. (Page 210)

Plans for improving community rehabilitation programs (private and agency-supported) include training staff to provide PETS, customized employment services, and on-the-job tryout services which facilitate the agency's ability to achieve the changes in WIOA (Page 217)

Goal II: Increase Training Opportunities for VR Consumers, Including Community Rehabilitation Program Services, Customized Employment, Apprenticeships, and Internships.

1. MDRS staff attended 61 trainings that addressed available training resources for clients. (Page 222)

Early in FFY 2013 MDRS entered into an agreement with the MS Council on Developmental Disabilities (DD Council) to join the Customized Employment Demonstration Project with The Arc of MS, MDRS and Sheltered Workshop Agencies. The Arc of MS manages the project. The agreement is scheduled to terminate in 2016. MDRS is also continuing to work with the Mississippi Department of Mental Health (DMH) to design a Memorandum of Understanding to establish a statewide system of coordinated, cost efficient vocational/employment service for people with intellectual/developmental disabilities with minimal overlap of responsibility and maximum utilization of resources between MDRS and DMH. SE Counselors continued to expand cooperative arrangements with other provider agencies and organizations, both public and private.

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MDRS has made it a priority for SE Counselors to utilize the concepts behind Customized Employment, which makes job seeker placements more individualized, based on the individual's interests and abilities. SE Counselors utilized Customized Employment and Discovery to help with employment placements for the job seekers. (Page 223)

Braiding/Blending Resources

No specific disability related information found.

Section 188/Section 188 Guide

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

The technical assistance guide for one-stop certification issued by MDES addresses accommodations for persons with disabilities. The guide recommends that all sites give priority to ensuring that persons with disabilities are provided with assistive devices to enable access to all services. The guide recommends that an accessibility assessment be performed at each site by an appropriate Americans with Disabilities Act (ADA) specialist. The Mississippi Department of Rehabilitation Services will provide technical assistance and consultation for ADA compliance. (Page 110)

DEI/Disability Resource Coordinators

No specific disability related information found.

Other State Programs/Pilots that Support Competitive Integrated Employment

No specific disability related information found.

Financial Literacy/Economic Advancement

No specific disability related information found.

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Benefits

MDHS also supports Mississippi Access to Care (MAC) centers. MAC centers are accessible places located throughout the state where older individuals and individuals with disabilities, as well as their families and representatives, can obtain unbiased information and assistance for locating long-term care services and applying for benefits. The centers provide a central source of reliable, objective information about a broad range of programs and services. MAC centers also help people understand and evaluate the various options available, regardless of income or eligibility, for publically funded long-term care. (Page 44)

SE staff members continue to make every effort to identify and facilitate natural supports that occur in the workplace in order to maximize utilization of funds. These natural supports do not replace the one-on-one intensive support provided to clients by the SE Counselors. However, when properly identified and utilized, these natural supports do result in decreased direct service costs and increased quality of support.

- Cooperative arrangements will continue to be developed with other provider agencies and organizations, both public and private, to expand the SE Program to unserved and underserved populations. The focus of these arrangements is on promoting and enabling SE Counselors and service provider personnel from other agencies to work as teams to share expertise, provide technical support in specific disability areas, and conduct joint training.
- The SE Program will continue to emphasize individual employment placements. Other models will remain an option for clients and may be utilized when feasible. However, when given a choice, clients prefer individual placements by an overwhelming majority. Individual placement is the preferred option of MDRS as well as the clients because it achieves integration in the work environment, it is competitive integrated employment, and it provides more opportunities for career pathways and better quality jobs with more benefits. (Page 210)

6. Business Relations Specialist will provide information to VR staff in the following areas:

- Services BRS provides to employers
- Training and information regarding work incentives
- Job analysis and job matching
- Career opportunities in the local area
- On-going disability etiquette training

7. Refer those consumers receiving Social Security Income/Social Security Disability Income cash benefits who are interested in earnings that will eliminate their reliance on Social Security Administration cash benefits for work incentives benefits analysis and counseling

8. Coordinate and conduct in partnership with the Governor's Job Fair the Annual MDRS EmploymentAbility Job Fair for individuals with disabilities. (Page 213)

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The VR/VRB partnership within Mississippi's one-stop system is clarified through Memoranda of Understanding with the State and each of the four local workforce development areas. The partnership is further enhanced through a Memorandum of Understanding (MOU) with the Mississippi Department of Employment Security (MDES), the lead state workforce agency designated to disburse federal workforce funds and the main operator of the WIN Job Centers, to continually improve the lifestyle, acceptance and accessibility of persons with disabilities within Mississippi's WIN. These MOUs include language to provide for inter-component staff training and technical assistance on availability of benefits and information on eligibility standards for VR services, and promotion of equal, effective and meaningful participation by individuals with disabilities in workforce development activities in the state through the promotion of program accessibility (including programmatic accessibility and physical accessibility), the use of nondiscriminatory policies and procedures, provision of reasonable accommodations, auxiliary aids and services, and rehabilitation technology. (Page 217)

7. Refer those consumers receiving Social Security Income/Social Security Disability Income cash benefits who are interested in earnings that will eliminate their reliance on Social Security Administration cash benefits for work incentives benefits analysis and counseling
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Goal 2: Improve the VR Service Delivery System to individuals with disabilities. (Page 219)

- D. DETERMINE WHETHER COMPARABLE SERVICES AND BENEFITS ARE AVAILABLE TO THE INDIVIDUAL IN ACCORDANCE WITH SECTION 101(A)(8) OF THE REHABILITATION ACT.
- E. COMPLY WITH THE REQUIREMENTS FOR THE DEVELOPMENT OF AN INDIVIDUALIZED PLAN FOR EMPLOYMENT IN ACCORDANCE WITH SECTION 102(B) OF THE REHABILITATION ACT. (Page 237)

Mississippi requires regular school attendance and regular immunizations for all dependent children served under TANF. This is in accordance with State Law at 43-17-5. A 25% monthly benefit reduction is imposed for failure to comply without good cause. Mississippi will impose a family benefit cap to prevent increases in assistance for new children coming into the family after the initial ten months of benefits, with certain exceptions (State Law 43-17-5). Mississippi will also deny assistance for ten years to an individual convicted in Federal or State court of having made a fraudulent statement or representation, with respect to the individual's place of residence in order to receive TANF assistance simultaneously from two or more states.

Mississippi will deny benefits to all adult TANF applicants who do not meet an exemption from work requirements and fail to comply with job search or vocational rehabilitation activities during the 30-day TANF application processing period. (Page 244)

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School to Work Transition

Community-based organizations are also heavily engaged in dropout prevention and recovery. Jobs for Mississippi Graduates (JMG) is a Mississippi affiliate of the Jobs for America's Graduates Program. For 22 years, JMG has worked in partnership with community colleges and local high schools to support recent graduates, students at risk of dropout, and students who need assistance in the transition from school to work. JMG operates 52 program sites in Mississippi and serves about 1,849 individuals per year. Students receiving services from JMG graduate at a rate of 90.6 percent, and to date the program has supported these graduates with \$6.7 million in scholarships. (Page 33)

No specific disability related information found.

Data Collection

Effectiveness in Serving Employers. Per current WIOA requirements, Mississippi will choose two of three options proposed for measuring effectiveness in serving employers for data collection and reporting during PY 2016 and PY 2017. During the Mississippi WIOA implementation process, the relative merits of the proposed measures—employee retention rate, repeat business customer rate, and employer penetration rate—will be discussed and measures will be selected based on state needs and employer feedback. (Page 55)

Mississippi's climate of data cooperation will enable a smooth implementation of WIOA program assessment and reporting requirements. Ultimately, data collection for all programs and activities will be accomplished through the integration of partner systems with the Mississippi Works Common Intake and Reporting Module. The State Workforce Investment Board will create a phased transition plan under which Combined Plan Partners will agree to a scheduled sharing of case management data with the Mississippi State Longitudinal Data System clearinghouse. This process will enable data analysis and reporting during the creation of the Mississippi Works Common Intake and Reporting Module and during integration efforts to make all partner systems interoperable. After a period of transition, real-time data sharing from partner systems to the Mississippi Works Common Intake and Reporting Module will automate the sharing of case management data and allow for real-time labor market analysis. Data sharing will be conducted according to the clear set of rules developed by the SLDS Governing Board that ensure data integrity, security, confidentiality, and privacy (see Appendix B). (Page 86)

Data Validation-Benefits

The reason(s) for the deficiency;

- A. The additional initial claim information was not captured in the UI System. This occurred when the prior weekly certification filed with excessive earnings.

A description of the actions/activities which will be undertaken to improve performance;

- B. System modifications were requested and completed to capture the AIC information.

A brief description of plans for monitoring and assessing accomplishment of planned actions and for controlling quality after achieving performance goals;

- D. Staff will continue to monitor and review samples for Population 3a. (Page 296)

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Small Business/Entrepreneurship

SRC comments and/or recommendations for input in terms of potential service providers or discussions on the performance of service providers currently being used by OVR/OVRB:

- Consumers are reporting a high level of satisfaction with service providers.
- Based on what appears in the client satisfaction survey, a review of service providers.
- Performance should be reported on a quarterly basis for input into the service delivery process.
- Try to utilize local small businesses in the communities. They may become employers for clients.
- Utilizing service providers with specialty areas is important.
- A question might be added relative to service providers on the client satisfaction

(Page 175)

MDES Disabled Veterans Outreach Program Specialists (DVOP) and WIN Job Center staff have will work closely with the reserves, the National Guard, and active duty family readiness coordinators, to help identify those military spouses who need assistance. DVOP Specialists will continue to work with the Veterans Affairs' Vocational Rehabilitation & Employment (VR & E) program.

MDES Local Veterans Employment Representative (LVER) and WIN Job Center staff will work with the U.S. Small Business Administration (SBA) to provide information to veterans on opportunities in federal contracting. This will assist service-disabled business owners to receive information on sole-source and set-aside procurement opportunities and benefits. LVER staff will continue outreach efforts to federal contractors. (Page 281)

Career Pathways

3. Collaboration with educational boards (MBE, MCCB, IHL), partners, and service providers in the development and continuous improvement of the workforce development system in the state, including:
 - a. Identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among the programs and activities carried out through the system.
 - b. Development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skill adults, youth, and individuals with barriers to employment (including individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment.
 - c. Development of strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services provided through the workforce development system. (Page 66)

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Employment Networks

Section identified but no detailed information specifically addressing disability focused implementation. (Page 238)

* 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>