North Dakota (ND) WIOA Matrix

Employment First State Mentoring Program (EFSLMP)

- The individual must be in extended services for a minimum of 90 days prior to case closure. In the spirit of Employment First and the need for competitive integrated employment for individuals with the most-significant disabilities working for sub-minimum wage or in sheltered employment, DVR is piloting a three year Expanded Supported Employment Project, which began in July 2015. The project outcomes will influence the amendments to SEP policies, practices, guidelines and payment rates; as well as assist in the development of a customized employment policy, guidelines and payment rate. (Page 211) Title I

Customized Employment

DVR has received technical assistance and training by the national Job Driven VR Technical Assistance Center (JD-VRTAC.) Utilizing their technical assistance, DVR developed and began utilizing an LMI curriculum tailored to North Dakota’s needs. The LMI curriculum is used to help clients set and accomplish career goals based on current business and employment needs within the state. In addition, the JD-VRTAC provided technical assistance to further enhance our methods for building and maintaining employer relations. This will result in improved services to employers including employer driven training and meeting their needs utilizing customized employment. (Page 67) Title I

Goal 4: DVR will develop and implement a customized employment policy that will result in 16 people obtaining competitive integrated employment within the next two years.

Priority 1: Develop the expertise of community rehabilitation providers to offer high quality supported employment services that lead to competitive, integrated employment.

Priority 2: To provide individuals with the most significant disabilities with the opportunity for competitive integrated employment. (Page 193) Title IV

VR received recommendations from the Washington Initiative on Supported Employment (WISE), North Dakota Center for Persons with Disabilities (NDCPD), State Rehab Council members and through public comment to develop and implement a Customized Employment. North Dakota VR will develop a Customized Employment policy, payment rates for customized employment and training and technical assistance for Community Rehab Providers (CRP). VR will invest in training and technical assistance for CRPS to gain the skills necessary skills to ensure that Customized Employment services are available across the state. Through site visits by VR and NDACP staff the following information was captured from the Expanded Supported Employment Pilot: 1) the four providers enrolled in the grant originally thought they were providing customized employment, but through the training and technical assistance they agreed they were not providing true customized employment. 2) they developed the necessary skills to
**North Dakota (ND) WIOA Matrix**

provide customized employment. (Page 204) Title IV

Goal 4 *DVR will develop and implement a customized employment policy that will result in 16 people obtaining competitive integrated employment within the next two years.

Strategy 4.1 Develop a customized employment policy and payment system by July 2019. Innovation/enhancement/improvement

Strategy 4.2 Define how technical assistance will be provided to vocational rehabilitation counselors and community rehabilitation providers. Innovation/enhancement/improvement

Strategy 4.3 Collaborate with the Developmental Disabilities Division to implement customized employment in ND. Innovation/enhancement/improvement. (Page 205) Title IV

- DVR has piloted an Expanded Supported Employment project, providing training to 4 Community Rehabilitation Providers on the discovery process and customized employment. These providers have identified individuals to participate in the project and attempt to obtain competitive integrated employment. (Page 208) Title IV

**Braiding/Blending Resources**

Forty-two full time VR counselors are employed by the division with their offices located in the eight larger communities in the state. These VR counselors work closely with staff from JSND and the Adult Education Programs located in these same communities. Staff and fiscal resources are leveraged by all three agencies to provide workforce service to the business community, individuals with disabilities, populations receiving state economic assistance to include TANF and New Americans. NDVR is currently operating in an approved Order of Selection with all categories open. Increased operating and cost to provide case service will result in the agency potential to close up to two categories during the life of the Unified Plan. (Page 34) Title I

The North Dakota workforce development and training system receives Federal and State funding support, and in many cases matching funds are also provided by the private sector. WIOA Title I funds are used to help leverage other Federal fund sources such as Pell Grants and student loans. In addition, WIOA funds are used to help leverage state and private sector funds available to address workforce training needs. North Dakota has a strong collaboration among state workforce partners to increase the employment of North Dakotan’s with disabilities. The core program partners are represented as members of the State’s Workforce Leadership team. Staff from local offices of DVR, Job Service North Dakota and Adult Basic Education collaborate in joint planning and service delivery to individuals with disabilities. (Page 47) Title I

**DEI/Disability Resource Coordinators**

No disability specific information found regarding this element.
## North Dakota (ND) WIOA Matrix

### Financial Literacy/Economic Advancement

No disability specific information found regarding this element.

### School to Work Transition

With WIOA, the Division of Vocational Rehabilitation has committed approximately $1.5 million (at least 15% of the federal grant) per year statewide to fund pre-employment transition services. Required activities include job exploration counseling, work based learning experiences, training on self-advocacy, counseling on post-secondary opportunities, and work place readiness training. In addition to services purchased based on approved IPEs for students, DVR staff are providing services which includes tracking time spent for travel to rural areas. Under IDEA, the local school districts are required to provide transition services, however DVR has entered into purchase of service agreements with local school districts and private providers to enhance or expand services. (Page 171) Title IV

DVR is committed to provide pre-employment transition services to students. Activities will include job exploration counseling, work based learning experiences, training on self-advocacy, counseling on post-secondary opportunities, and work place readiness training and other services based on individual needs. DVR has entered into purchase of service agreements with local school districts to enhance or expand services. The activities will include the following:

- Teachers and DVR counselors are collaborating to provide students with a foundation with activities such as career exploration, self-advocacy, interest testing, and work place readiness training using a common curriculum.

- DVR is partnering with schools and community rehabilitation providers to offer competitive, integrated work experience.

- DVR and DPI continue to collaborate at a local level with colleges, work force offices, community rehabilitation providers, independent living centers, and employers to provide transition fairs. These fairs provide transition students with hands on opportunities to explore and experience various careers.

- DVR and North Dakota Vision Services/School for the Blind have sponsored a weekend retreats with the purpose of providing intensive pre-employment career services to youth with visual impairments. Due to the success of these retreats, plans are to continue holding these events. (Page 201) Title IV

### VR Responsibility:

- Services include the provision of Pre-ETS for students who are eligible or potentially eligible for VR services; and
North Dakota (ND) WIOA Matrix

- Assist in the achievement of employment goals for individuals who have applied and been found eligible for VR services. DPI Responsibility:
  - Request consultation and technical assistance from VR when needed for planning and implementation of transition services;
  - Provide all existing educational, medical, psychological, and career assessments through a release of information as necessary for a determination of eligibility by the VR agency;
  - Provide special education and related services as developed and documented for students with disabilities in an IEP;
  - Provide VR with documentation of completion of transition services or Pre-ETS for students with disabilities;
  - Provide representation on the VR State Rehabilitation Council and relevant committee participation; and
  - Encourage LEA to identify points of contact for field staff from VR. (Page 164) Title IV

VR staff, in cooperation with education staff, shall participate in the planning process that is designed to facilitate the development and completion of the IEP. The VR counselor shall review and consider a student’s IEP during the development of their VR IPE. Services reflected on the IEP may or may not need to be included in their VR IPE depending upon the employment goal and individual situation of each student, but can serve as a vital starting point when providing Pre-ETS or transition services. Once either type of IPE is developed and approved, there will be two active plans for the client, the IPE and the IEP, each reflecting coordinated goals and a range of services for a period of time. Collaborating with education staff to align the two plans can contribute in a positive manner for the student to gain basic workplace skills, knowledge of specific occupational skills, and an understanding. (Page 167) Title IV

Joint Responsibility of VR and DPI:

- Provide training to LEA and VR counselors to assure transition and pre-employment services training will include activities such as the development and implementation of their IEP under Section 614(d) of the IDEA, coordination on Pre-Employment Services under Section 113, Accommodations under Section 504, and those related to Limitations on Sub-Minimum Wages under Section 511 of the Rehab Act of 1973, as amended;

- Provide training to local level LEA and VR to assure that the Individualized Plan for Employment (IPE) that VR develops for a student with a disability who is receiving special education services should be coordinated with the IEP the LEA develops in terms of the goals,
North Dakota (ND) WIOA Matrix

objectives, and services identified. (Pages 167-168) Title IV

VR Responsibility:

• VR Regional Administrators are responsible to ensure VR staff are available to serve students attending the LEA;

• Determine eligibility for VR service and provide rehabilitation services to school-aged students with disabilities when referred by the LEA;

• The IPE should be developed for students who are two years from exiting school, allowing for a smooth transition planning process, at the latest, just before exiting school; and

• Because the definition of a “student” with a disability for the VR program includes an individual with a disability for purposes of Section 504 of the Rehabilitation Act, it is broader than the definition under IDEA. VR agencies are authorized to provide transition services to this broader population of students with disabilities than LEA are authorized to provide under IDEA. Since the VR program may serve students with disabilities, including those individuals with a disability for purposes of Section 504 of the Rehabilitation Act, it is possible that these students may not have an IEP under IDEA, and therefore would not be eligible for or receiving special education or related services under IDEA. (Page 168) Title IV

DPI Responsibility:

• DPI will provide training and oversight to the LEAs to assure the following transition requirements of IDEA are followed:

  o DPI will encourage inviting VR to IEP meetings and other team meetings so VR can provide information, technical assistance, case consultation, and information/referral as needed for eligible or potentially eligible students;

  o Provide IEP team-determined transition services; (Page 168) Title IV

Schools are responsible to provide the necessary services the student needs, in each domain of the IEP. They are academics, communicative status, adaptive characteristics, ecological factors, jobs and job training, recreation and leisure, home/independent living, community participation, Post-Secondary Training and Learning Opportunities and related services while in school. VR’s primary responsibility to the schools had been technical assistance and consultation only, and we have typically not paid for any services until close to the end of the senior year. VR has now begun to provide pre-employment transition services in addition to TA and consultation, to students ages 14 to 21. VR has many Pre-Employment Transition Purchase of Service agreements across the state to expand on the pre-employment services formerly provided solely by the local schools and DPI is kept up to date on those activities. (Page 170) Title IV
North Dakota (ND) WIOA Matrix

The Division of Vocational Rehabilitation is working with the Department of Public Instruction and local school districts to identify students with disabilities on an IEP. Transitioning students who are identified through the education unit's Section 504 coordinator are also referred to the Division of Vocational Rehabilitation, and contacts are made with the guidance counselors to assure students with special needs are aware of services through DVR. Referrals are also received from independent living centers, human service centers, and community rehabilitation providers working with transition age students. (Page 172) Title IV

<table>
<thead>
<tr>
<th>Career Pathways</th>
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<tr>
<td>Vocational Rehabilitation allows for exited individuals to reapply for increased skills for career advancement. Career pathway training provides new opportunities for individuals whose disability has advanced and is now requiring changes in work environment and needs new or advanced skills. (Page 50) Title I</td>
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The state of North Dakota has been proactive in development of partnerships with business and industry, education, economic development, and the workforce development system to continuously identify and address workforce challenges. The North Dakota Talent Initiative is the basis for full statewide collaboration on workforce vision, goals, and issues. The Talent Initiative and ongoing partnership development facilitates solutions through strong relationships among partners. The Workforce Development Council, community colleges, business and labor, the Office of Apprenticeship, and TrainND all work closely to identify workforce needs and address training solutions. DVR’s primary mission is to assist North Dakotans with disabilities to improve their employment opportunities and to assist North Dakota businesses in finding solutions to their disability—related issues.

Through this "dual client" approach, DVR assist individuals with permanent injuries, illness, or impairments to achieve competitive employment and increased independence. DVR also assist business owners and employers through full service business consultation on a variety of business and disability—related areas. Core program partners will collaborate with Career and Technical Education to receive professional development to build a common understanding of career pathways and how they can be used across all agencies. Career and Technical Education will, with consultation of the others involved, take the lead on professional development that will be applied across all agencies. (Page 51) Title I

WIOA training funds expand the access to postsecondary credential by providing training opportunities to low income, New Americans, disabled individuals and dislocated workers. Occupation areas such as healthcare career ladders of nurse assistant, licensed practical nurse and registered nurse offer career pathways and credential earning opportunities. Transportation occupations offer increased wages and opportunity based on skills and endorsements earned. Welding occupations require a variety of skills and certifications to work in specific areas. The ND eligible training provider list offers many certifications to expand skills for these in demand occupations in the State. (Page 77) Title I
North Dakota (ND) WIOA Matrix

**Apprenticeship**

With WIOA, the Division of Vocational Rehabilitation has committed approximately $1.5 million (at least 15% of the federal grant) per year statewide to fund pre-employment transition services. Required activities include job exploration counseling, work based learning experiences, training on self-advocacy, counseling on post-secondary opportunities, and work place readiness training. In addition to services purchased based on approved IPEs for students, DVR staff are providing services which includes tracking time spent for travel to rural areas. Under IDEA, the local school districts are required to provide transition services, however DVR has entered into purchase of service agreements with local school districts and private providers to enhance or expand services. (Page 171) Title IV

DVR is committed to provide pre-employment transition services to students. Activities will include job exploration counseling, work based learning experiences, training on self-advocacy, counseling on post-secondary opportunities, and work place readiness training and other services based on individual needs. DVR has entered into purchase of service agreements with local school districts to enhance or expand services. The activities will include the following:

- Teachers and DVR counselors are collaborating to provide students with a foundation with activities such as career exploration, self-advocacy, interest testing, and work place readiness training using a common curriculum.

- DVR is partnering with schools and community rehabilitation providers to offer competitive, integrated work experience.

- DVR and DPI continue to collaborate at a local level with colleges, work force offices, community rehabilitation providers, independent living centers, and employers to provide transition fairs. These fairs provide transition students with hands on opportunities to explore and experience various careers.

- DVR and North Dakota Vision Services/School for the Blind have sponsored a weekend retreats with the purpose of providing intensive pre-employment career services to youth with visual impairments. Due to the success of these retreats, plans are to continue holding these events. (Page 201) Title IV

**Work Incentives and Benefits**

PROMISE is targeted for transition youth, who are ages 14 — 16 at the time of enrollment and are beneficiaries of SSI. Due to the number of youth required to receive the grant, ND has joined a multi-state consortium including: South Dakota, Montana, Colorado, Utah, and Arizona. The ND agency partners include: the Governor’s Office, Behavioral Health Division, Developmental Disabilities Division, Medicaid, Parent Training Programs, DPI, Job Service, the ND Center for Persons with Disabilities, Benefits Planners and DVR.

PROMISE is intended to improve the education and employment outcomes of child SSI recipients and their families, and eventually lead to increased economic self-sufficiency and a reduction in their dependence on SSI payments. For the program participants who are assigned to
the Model Demonstration Project (MDP), or treatment group, an array of services and supports would be available to the students and their families. This would include case management, benefits counseling, career and work-based learning experiences, and parent training and information, as well as other services which may help the student’s education and employment outcomes. (Pages 201-202) Title IV

**Employer/Business**

Joint Responsibility of VR and DPI:

• Facilitate the local level engagement of potential employers to provide job shadows, work experience, etc. for students with disabilities; (Pages 167-168) Title IV

• DVR and DPI continue to collaborate at a local level with colleges, work force offices, community rehabilitation providers, independent living centers, and employers to provide transition fairs. These fairs provide transition students with hands on opportunities to explore and experience various careers. (Pages 171-172) Title IV

The North Dakota Division of Vocational Rehabilitation (DVR) is committed to building strong, long-term relationships with business. The agency has a dual customer approach with business being a key consumer of VR service. Services provide to business include consultation, technical assistance and information that serves to build awareness of business to an available source of qualified employees. Long term engagement with business will result in incorporating the workforce needs of business when assisting consumers of DVR to develop goals that are consistent with in-demand occupations.

DVR has developed a team of Business Service Specialists (BSSs) within the state. This team was developed through re-classification and assignment of VR Counseling staff. Full time BSSs are employed in the division’s larger offices which include Fargo, Minot, Grand Forks and Bismarck. Each covers one quadrant of the state ensuring a statewide program. Staff from the Institute for Community Inclusion’s Job Driven VR Technical Assistance Center provided support to the division in development of goals and strategies to capitalize on the resource of business service staff to assist the agency in developing goals, strategies and objectives.

Goal 1: Increase business engagement and assist businesses retain or hire employees that have incurred an injury, illness or health impairment.

Objective: Increase the number of contacts between business and staff from the VR agency.

Strategies:

1. Develop Best Practice Guidelines that will be used to train staff to increase staff skill in assessing business needs.

2. Develop standards for the number and extent of presentations and outreach to business by staff to include Business Specialist and Rehabilitation Counselors.
### North Dakota (ND) WIOA Matrix

3. Participate as a member organization in business-led organizations, such as Chambers of Commerce, Rotary etc.

4. Attend the Workforce Development Board meetings and disseminate information to the statewide VR staff on the business needs as expressed during board meetings.

5. Participate in the Council of State Administrators of Vocational Rehabilitation’s National Employment Team (NET) and the NET-Southeast regional team to share referrals and best practices (Pages 176-177) Title IV

In addition, VR staff, teachers and CRPs are working with employers to place transition students in work experiences which will lead to competitive integrated employment. During the student’s school year, the VR staff, CRP’s, and teachers collaborate to identify what summer work experience would be beneficial to the student. The team outreaches to potential employers in order to provide opportunities for placement. When an employer sees the success of a student in summer work experience, they often offer them permanent positions. Another result of the employer having that great experience with our team is their willingness to give other students an opportunity to do work experience during the school year. Our state provides year round work experience through our pre-employment transition service purchase of service contracts. The team, consisting of the contract staff, teachers and VR counselors, share their business contacts and outreach to potential employers in order to provide opportunities for placement. (Page 178) Title IV

### Data Collection

Vocational Rehabilitation AWARE can be customized to include data elements unique to NDVR’s business plan and to produce specialized reports. The agency uses AWARE to track service delivery, case service funds, usage and outcomes. The agency further uses AWARE to track service provided through contracts with local school districts and providers to students age 14-24 engaged in pre-employment activities. Pre-employment activities to this group follow the required cores service funded through 15% of the agencies federal VR grant. Students’ engagement in pre-employment service can be tracked and their activities achieved in the AWARE until the time they graduate secondary school, no longer participate in pre-employment service or apply for and are found eligible for Vocational Rehabilitation service. Web-based and real time reports are available to all staff with access to AWARE, both remotely and at itinerant locations. Counselors and managers can view a variety of data and information, including budgets, production activities and “action due” reports. The RSA-113 and RSA-911 reports produced for RSA are generated directly from AWARE. (Page 83) Title I

The Division of Vocational Rehabilitation conducts an assessment of the training needs of the current staff at all levels - administrative, counselor, and support staff. The needs assessment focuses on two levels of training (1) statewide training topics that are consistent with the State Plan, Workforce Innovation Opportunity Act Regulations, RSA 911 requirements, and RSA priorities, and (2) regional training that addresses issues identified through case reviews, performance appraisals and other training that will assist staff in progressing toward their career
### North Dakota (ND) WIOA Matrix

**511**

- Development of the process to document the completion of the required activities under Section 511 for youth who are 24 or younger and seeking subminimum wage, including:
  - Services provided by VR
  - Pre-ETS
  - Career Counseling
  - Information and Referral Transition services provided by the LEA under IDEA (Pages 163-164) Title IV

### Equal Opportunity and Nondiscrimination: Section 188

Compliance with section 188 of WIOA and applicable provisions of the Americans with Disabilities Act is met through the submission of the Non-discrimination and Equal Opportunity Plan to the US DOL Civil Rights Center.

Job Service, in determining site or location of facilities, may not make selections with the purpose or effect of excluding individuals from denying them the benefits of, or subjecting them to discrimination on a prohibited ground, or with the purpose or effect of defeating or substantially impairing the accomplishment of the objectives of the program, or the nondiscrimination and equal opportunity provisions. The Webmaster keeps the Job Service website in compliance with Web Content Accessibility Guidelines and Section 508 of the Rehabilitation Act of 1973 with the use of Compliance Sheriff Software. The Agency Webmaster utilizes Compliance Sheriff after the release of website updates and the North Dakota State Information Technology Department also runs routine compliance checks of the website using Compliance Sheriff. (Pages 98-99) Title I

Job Service’s online service is a web—based self—service system that satisfies a major one—stop objective: Universal access to a broad range of employment, training and education services. Job Service North Dakota’s online services ensure: • Access to specific services is available to all customers throughout the one—stop system. • Access 24/7 services to anyone with Internet access. • Access to services by clients in remote and rural areas who might find it inconvenient to use a physical one—stop. • Access to services by clients in urban areas who are unable to access a physical one—stop due to lack of transportation, disability, etc. Job Service’s online services provide users with a text only interface option. It is ideal for customers who use non—graphic browsers or extremely slow and unreliable Internet connections. Job Service shall ensure accessibility to individuals with disabilities in employment and employment—related training; including reasonable accommodation, program, and physical accessibility. Job Service AJCs have self—service job getting rooms with individual workstations for clients with disabilities. These workstations consist of height—adjustable work surface areas that are...
North Dakota (ND) WIOA Matrix

operated either electrically or hydraulically. Modern adaptive technology is available in Job Service AJCs to eliminate barriers often experienced by hearing impaired, physically impaired, and/or visually impaired customers. In 2015, funding was provided by VR to purchase additional adapt technology for resource rooms in the Job Service AJCs. A phone amplifier, ear—covering, noise—cancelling headphones, Magic with Speech software and 24” monitors were purchased after consulting with the ND Interagency for Assistive Technology, VR and the ND School for the Blind. Training on the equipment purchased is coordinated with VR. Qualified individuals with disabilities shall: receive aid, benefits, services, or training equal to or as effective as that provided to others; not receive benefits separately unless it is needed to provide training, benefits, or services that are as effective as that provided to others; have opportunity to be on planning advisory boards for WIOA; enjoy any right, privilege, advantage, or opportunity enjoyed by others; and receive services in the most integrated setting. (Page 99) Title I

Accessibility to the services provided by Job Service ND and all Partner agencies is essential to meeting the requirements and goals of North Dakota. Job seekers and businesses must be able to access all information relevant to them via visits to physical locations as well as in virtual spaces, regardless of gender, age, race, religion, national origin, disability, veteran’s status, or on the basis of any other classification protected under state or federal law. • Physical accessibility - One-stop centers will maintain a culture of inclusiveness and the physical characteristics of the facility, both indoor and outdoor, will meet the latest standards of accessible design. Services will be available in a convenient, high traffic, and accessible location, taking into account reasonable distance from public transportation and adequate parking (including parking clearly marked for individuals with disabilities). Indoor space will be designed in an “equal and meaningful” manner providing access for individuals with disabilities. • Virtual accessibility — Job Service ND will ensure that job seekers and businesses have access to the same information online as they do in a physical facility. Information must be clearly marked and compliant with Section 508 of the U.S. Department of Health and Human Services code. Partners will comply with the Plain Writing Act of 2010; the law that requires that federal agencies use "clear Government communication that the public can understand and use" and all information kept virtually will be updated regularly to ensure dissemination of correct information. • Communication accessibility - Communications access, for purposes of this MOU, means that individuals with sensory disabilities can communicate (and be communicated with) on an equal footing with those who do not have such disabilities. All Partners agree that they will provide accommodations for individuals who have communication challenges, including but not limited to individuals who are deaf and hard of hearing, individuals with vision impairments, and individuals with speech-language impairments. • Programmatic accessibility - All Partners agree that they will not discriminate in their employment practices or services on the basis of gender, gender identity and/or expression, age, race, religion, national origin, disability, veteran’s status, or on the basis of any other classification protected under state or federal law. (Pages 125-126) Title I

Vets

The agencies responsible for the WIOA core and required program in North Dakota include: • Job Service ND (which has responsibility for the majority of the WIOA core and required
programs, such as WIOA Title I, Wagner Peyser, Local Veterans’ Employment Representatives and Disabled Veterans’ Outreach Program, Trade Adjustment Assistance Programs and Unemployment Compensation Programs including RESEA • The Department of Human services (which has responsibility for Vocational Rehabilitation, SCSEP, Temporary Assistance for Needy Families, and Supplemental Nutrition Assistance Program) • The Department of Commerce (Community Services Block Grant) • The Department of Public Instruction (Adult Education), and • Motivation, Education and Training (National Farmworker Jobs Program) (Page 33) Title I

The Job Service AJCs staff include the Jobs for Veterans State Grant (JVSG). All JVSG staff are Disable Veteran Outreach Program and assist the needs of disabled veterans and those veterans and eligible persons who require intensive services in order to obtain and retain employment that supports their self—sufficiency. DVOP services are available in all Job Service AJCs and are integrated into all service delivery offerings. (Page 52) Title I

Job Service AJC staff will conduct an intake/assessment for each Veteran/Eligible Spouse at point of entry to a Job Service AJC. Throughout the intake process, Veterans who disclose or self-attest to meeting one or more of the criteria for DVOP services will be referred to a DVOP. If a DVOP is not available when a referral is necessary, the Veteran/Eligible Spouse may choose to be served on a priority basis by another staff member.

Veterans not meeting the criteria for DVOP services are to be referred to appropriate non-JVSG staff to receive core, intensive, and/or training services on a priority of service basis.

Job Service will monitor priority of service to veterans/eligible persons to ensure that all staff are in compliance with the statutory and regulatory requirements regarding all Department of Labor programs. Priority of service will be monitored through analysis of data found in the Employment and Training Administration’s Federal Reports, from observations annotated in the Manager’s Quarterly Report on Services to Veterans and from reports completed by Job Service Systems Management Staff. These reports are reviewed by the Job Service Workforce Development Director, the State Veterans’ Program Administrator and the Director of Veterans’ Employment and Training and conclusions drawn regarding the extent of priority of service demonstrated by each Customer Service Area. Process improvement plans are recommended for those offices needing improvement. (Page 98) Title I

Veterans and eligible spouses of veterans - covered persons - will receive priority of service. 20 CFR Part 1010.110 adopts the term “covered person” to define those veterans and spouses of eligible veterans who are eligible for priority of service. The Jobs for Veterans Act does not change the requirement that individuals, to include veterans and military spouses, must first qualify as eligible under the WIOA Adult Program before participation. (Page 115) Title I

The Division of Vocational Rehabilitation continues to work with multiple agencies and entities throughout the state. A number of these are related to cooperative ventures with the Department of Human Services’ Behavioral Health Division in development of a sustained system of benefit planning and other vocational supports that facilitate employment of persons with the most significant disabilities. Listed below are the primary businesses, agencies and groups with whom

<table>
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<th>North Dakota (ND) WIOA Matrix</th>
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<tr>
<td>programs, such as WIOA Title I, Wagner Peyser, Local Veterans’ Employment Representatives and Disabled Veterans’ Outreach Program, Trade Adjustment Assistance Programs and Unemployment Compensation Programs including RESEA • The Department of Human services (which has responsibility for Vocational Rehabilitation, SCSEP, Temporary Assistance for Needy Families, and Supplemental Nutrition Assistance Program) • The Department of Commerce (Community Services Block Grant) • The Department of Public Instruction (Adult Education), and • Motivation, Education and Training (National Farmworker Jobs Program) (Page 33) Title I</td>
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North Dakota (ND) WIOA Matrix

we are currently working. The only group in this attachment, with whom we have a formal written agreement, is with the Department of Veterans’ Affairs Vocational Rehabilitation Program.

Department of Veterans’ Affairs Vocational Rehabilitation Program — Cooperative agreement with VA/VR is to ‘ensure seamless, coordinated, and effective VR services to North Dakota’s veterans with disabilities and their dependents with disabilities; to improve cooperation and collaboration between the two agencies; to avoid duplication of services; to improve interagency communication; and to establish staff cross-training opportunities. (Page 159) Title IV

Mental Health

North Dakota DVR has defined a student with a disability as an individual with a disability in a secondary, post-secondary, or other recognized education program, who is between the ages of 14-21, is eligible for, and receiving, special education or related services under Part B of the Individuals with Disabilities Education Act (IDEA), is an individual with a disability under Section 504 of the Rehabilitation Act, or students with disabilities including but not limited to: physical, sensory, intellectual, mental health, and communication. A youth with a disability is any individual with a disability who is between the ages of 14-24, regardless of education status. (Page 163) Title IV

ND was selected to receive the National Technical Assistance Center on Transition (NTACT) grant which began in August, 2015 and will continue through December, 2019. Partners involved in the grant include DPI, local school districts, Special Education directors, students with disabilities, VR state and local staff, job coaches, Behavioral Health Division, parents, parent advocates and employers. ND has chosen to focus activities in the grant on students with behavioral, social/emotional, social communication and mental health needs. (Page 165) Title IV

VR has a high level of collaboration with DHS Behavioral Health Division in the delivery of employment services to consumers who experience behavioral health issues. VR provides employment services including SEP for individuals with mental illness with extended services provided through the Behavioral Health Divisions’ funding. DVR is also involved as a team member for individuals involved in the Integrated Dual Disorder Treatment (IDDT) program which then allows for a smooth transition into VR SEP once those individuals have stabilized and are ready to pursue competitive integrated employment. (Page 179) Title IV

RTW/SAW

No disability specific information found regarding this element.

*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