



North Dakota (ND) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

Goal 4

- * Individuals currently receiving subminimum wage employment will have access to services that result in obtaining competitive, integrated employment.

Strategy 4.1 DVR will take the lead on implementing the Governor's Employment First Initiative.

Innovation/enhancement/improvement

Strategy 4.2 DVR will provide training and technical assistance to four community providers serving individuals with Intellectual/Developmental Disabilities to expand competitive integrated employment.

Innovation/enhancement/improvement

Strategy 4.3 DVR will identify all individuals who are currently working for sub-minimum wage.

Innovation/enhancement/improvement (Page 229)

Customized Employment

DVR applied for and has been selected to receive technical assistance and training by the national Job Driven VR Technical Assistance Center (JD-VRTAC.) Utilizing their technical assistance, DVR will develop and begin utilizing an LMI curriculum tailored to North Dakota's needs. The LMI curriculum will be used to help clients set and accomplish career goals based on current business and employment needs within the state. In addition, the JD-VRTAC will provide 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 75)

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Braiding/Blending Resources

No specific disability related information found.

Section 188/Section 188 Guide

Compliance with section 188 of WIOA and applicable provisions of the Americans with Disabilities Act is met through the submission of the Methods of Administration (MOA) to the US DOL Civil Rights Center. (Page 103)

DEI/Disability Resource Coordinators

No specific disability related information found.

Other State Programs/Pilots that Support Competitive Integrated Employment

The Division of Vocational Rehabilitation is purchasing services from 21 providers, for the provision of supported employment services and extended services. Outcome based SEP rates and guidelines were implemented October 1, 2012. Two work groups were established from the semi-annual provider meeting to review and update SEP guidelines. A standardized fee for service was implemented with an annual 3% inflationary increase. During the 2016 Comprehensive Statewide Needs Assessment Survey, providers indicated insufficient funds for the level of intervention they were providing. Based on the results, supported employment guidelines and rates will be reviewed and updated. All units that purchase extended services fall under the administrative control of the North Dakota Department of Human Services and have developed a Memorandum of Understanding. During this past year, the units were focused on securing a contract to provide extended services. The contract was granted to Rocky Mountain Rehab PC and is being managed by the Behavioral Health Division. In cooperation with the Behavioral Health Division, DVR participated in a supported employment pilot project in one of the regional offices. The project uses an evidence-based supported employment model for consumers with the dual diagnosis of mental illness and substance abuse. The project began March 2009. Due to the positive outcomes, the project has been expanded into two additional regions. The DVR state office program administrator responsible for supported employment is involved with the project. Regional VR staff are involved with the fidelity review teams. (Page 196)

DVR is working with providers to try to expand the services that they are able to provide. A pilot project has been launched to explore expanded SEP which will provide additional intensive training for providers and will result in policy amendments. There will also be continued education and awareness activities for the business community, lawmakers, service providers, educators, family members, and the general public. DVR will also continue to work with Extended Services Funding sources to ensure individuals are able to utilize SEP and access supports once the DVR case is closed.

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Barriers: CRPs felt that funding for agency operations and services was the most significant barrier to their ability to provide employment related services followed by funding for staff and funding for extended services. Advocate respondents felt that there are insufficient community resources followed by funding for extended services and funding for agency operations and services.

Comments were made about the need for increased funding for SEP/Extended services and job coaching. (Page 210)

Goal 4

- * Provide leadership that promotes competitive, integrated employment as the first choice for individuals who are of working age.

Strategy 4.1 Facilitate the Committee on Employment of People with Disabilities in managing the State's Employment First Initiative. Innovation/enhancement/improvement

Strategy 4.2 Partner with four community providers and WISE and to pilot the Expanded SEP program. Innovation/enhancement/improvement (Page 229)

Financial Literacy/Economic Advancement

Job Service AJC staff utilize Community Action Partnership as a referral source for support services. The services include budgeting and money management, child care, commodities, emergency assistance, energy assistance, food pantry, head start, housing, self-sufficiency, volunteer income tax assistance, and weatherization in most locations. Community Action has a financial literacy resource available online that is available for all customers. (Page 67)

10. Financial literacy education: Youth in need of financial literacy education services will have access to activities designed to educate or assist youth with the following: making informed financial decisions including budgeting and accessing checking and savings accounts; learning to effectively manage spending, credit and debt; learning the significance of credit report and credit scores. Case managers have knowledge of financial literacy resources in their local area and will make an effort to identify youth who need financial literacy assistance. (Page 127)

Under the WIOA (Section 203), adult education and literacy activities are defined as, "programs, activities, and services that include adult education, literacy, workplace adult education, and literacy activities, family literacy activities, English language acquisition activities, integrated English literacy and civics education, workforce preparation activities, or integrated education and training." A wide variety of program strategies will continue or begin to be implemented to be responsive to the needs of adult learners, with a strong foundational emphasis on quality, intensity and duration of services which will result in real learning and related life changes, over placing emphasis on serving large numbers of students. These areas include the following: Reading, writing and numeracy for grades 0 – 12.9 English language – NRS levels 0 – 6 Civics education – includes individual education plan, career research, and employability skills Instruction to assist students in acquiring high school equivalency credentials and transition into post-secondary (career pathway

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focus) Integrated ABE and ELL with occupational instruction (Career Pathway Bridges) Digital literacy – computer literacy to meet workplace competency demands and transition to post-secondary education and training Financial literacy – courses and individualized work helping students understand issues including budgeting, debt, impact of student loans, unfair lending practices, etc. Workforce readiness training – individualized advising as part of individual education plan to include career research, employability skills, etc. (Page 156)

Benefits

NDVR provides services such as counseling and guidance, assessment, vocational training, post-secondary education, transportation, personal assistance services, and job placement. Through customer informed choice and in partnership with their VR counselor, individuals with disabilities are able to create an individualized plan for employment, maximize their potential, and reach the goal of competitive integrated employment. Service identification is determined through a comprehensive assessment of the individual needs and interests based upon vocational goal selection. Comparable benefits are sought prior to the expenditure of program funds for nonexempt services.

The VR agency also provides more specialized services to individuals with significant targeted to their specific populations. For example, the NDVR provides a myriad of educational and training programs such as the Blindness Skills Training, Assistive Technology Training, and Low Vision Services to individuals that experience significant vision loss. Specialized technical assistance and training support is provided to provide Supported Employment to individuals with the most significant disabilities that result in competitive and integrated employment. DVR takes very seriously its responsibility to provide high quality services to all individuals with a disability. DVR has forged a strong relationship with agencies such as the North Dakota Vision Services/School for the Visually Impaired and Community Rehabilitation Programs that provide service to individuals with Intellectual Disabilities. (Page 37)

Local Job Service AJC staff engage and collaborate with many county Job Development Authorities in their localities and staff are members on their boards. All locations in North Dakota are experiencing workforce shortages and collaborating with these local entities assist with recruitment of workforce and offer training resources. One Job Service Employer Committee remains in North Dakota and has continued due to the benefits of collaboration for this value added agriculture and manufacturing community.

Job Service AJC and VR staff partner with local economic development corporations (EDC) in a variety of ways. Many Job Service management are members on the EDC boards. Job Service AJC staff participate in EDC strategic planning meetings, workforce study planning, provide labor market information and regional employment issues such as workforce shortages and child care. Partnerships are developed to collaborate to ensure the success of new employers who open their business. This assistance includes recruiting workforce, posting job orders and resume searches. Joint meetings are held with entrepreneurs and new employers who are looking to locate or expand their markets to the area and receive information on the workforce resources and financial incentives available. Financial incentives may include WOTC, WIOA and State funded programs for incumbent worker training and state tax incentives. County and city demographics are shared as well as supply and demand information. (Page 81)

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A common identifier between core programs will be built into the Common MIS project to enable reports to be created based on co-enrollments. Cohorts of co-enrolled customers will be compared to cohorts of customers who were provided service by a single core program. The result of the evaluation and research will be shared with all core programs to illustrate the extent of the benefits of co-enrollment and will be used with program staff to further promote the integration of core programs.

The North Dakota Division of Vocational Rehabilitation has traditionally met and exceeded prime indicators. As an example the VR program standard for the percent of employment outcomes for a North Dakota Combined is 55.8%. North Dakota VR's percent of employment outcomes for FY 15 is 72%. (Page 92)

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 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 103-104)

North Dakota intends to use the small amount of Governor's set aside funds to primarily meet the WIOA required activities. Any additional resources remaining would be used to conduct an evaluation of the benefits of co-enrollment and implement innovative activities in support of the Governor's workforce initiatives which may include increasing apprenticeships and sector strategies for emerging industries such as unmanned aerial systems.

The Dislocated Worker Office (DWO) of Job Service has been designated by the Governor as the entity responsible for providing Rapid Response services through the Job Service AJC Managers' direct supervision and provision of these services. WIA funding is utilized for Rapid Response services. (Page 113)

- The Division of Vocational Rehabilitation (VR) provides counseling and training services leading to employment for individuals with disabilities. It is the responsibility of Vocational Rehabilitation to develop Individualized Plans for Employment (IPE) for eligible students within 90 days of eligibility determination, and begin activities leading to employment. Appropriate services include counseling and guidance, career planning, assessment to determine rehabilitation needs, identification of employment outcomes, information and referral to agencies that provide services to students transitioning to adult life, labor market information, benefits planning, when and how to disclose a

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disability, when and how to request job accommodations, guidance on the proper AT to transition from school to work , and provision of vocational services as appropriate to the individual needs of the consumer. VR is a part of the IEP teams partnering to provide career planning and technical assistance on employment as well as information and referral to agencies that provide services to students transitioning from high school to adult life.

- The Developmental Disabilities (DD) Division administers the statewide community-based delivery system for people of all ages who have intellectual disabilities or other developmental disabilities. It is the responsibility of the Division to provide support and training to individuals with disabilities and their families in order to maximize community inclusion, independence, and self-sufficiency; to prevent institutionalization; and to enable individuals who are institutionalized to return to the community. Potential services can include day habilitation, employment supports, residential living supports, and family supports. (Page 188)

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. (Page 226)

School to Work Transition

The Division of Vocational Rehabilitation (VR) provides counseling and training services leading to employment for individuals with disabilities. It is the responsibility of Vocational Rehabilitation to develop Individualized Plans for Employment (IPE) for eligible students within 90 days of eligibility determination, and begin activities leading to employment. Appropriate services include counseling and guidance, career planning, assessment to determine rehabilitation needs, identification of employment outcomes, information and referral to agencies that provide services to students transitioning to adult life, labor market information, benefits planning, when and how to disclose a disability, when and how to request job accommodations, guidance on the proper AT to transition from school to work , and provision of vocational services as appropriate to the individual needs of the consumer. VR is a part of the IEP teams partnering to provide career planning and technical assistance on employment as well as information and referral to agencies that provide services to students transitioning from high school to adult life. (Page 188)

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Targeting supported employment as an outcome for students with the most severe disabilities transitioning from school-to-work through regional transition services.

Coordination of the departments, agencies, divisions, organizations and programs whose activities have a direct impact on Supported Employment Services.

Identification of training and technical assistance needs based on provider outcome data. (Page 236)

Data Collection

Technical assistance will continue to be a strong component of leadership activities and funds as the State Office continues to support local programs with research/evidence based programs, activities and curriculums to meet the individual needs of students. Technical assistance will focus on data and the student data management system (LACES), assessment and instruction; additionally, the aforementioned areas of career readiness, integrated employment and training and career pathways, and core partner services will be key for local programs. The 2016-2017 PD calendar has been designed with these focused topics in mind. (Page 167)

Geographic Solutions is the vendor for North Dakota's labor market information. Jobsnd.com includes the link to North Dakota's Workforce Intelligence Network (NDWIN). NDWIN is a next generation internet application bringing together diverse stakeholders through an expanded data collection and data mining effort. NDWIN generates, compiles, disseminates and publishes the state's leading economic data and labor market information—from wages to projections to the latest employment figures—resulting in better-informed economic decisions. NDWIN has the most extensive network of economic data resources in the state, maintained by experienced research analysts meeting high statistical standards. (Page 84)

Job Service receives a data file generated from Geographic Solutions from all program information. Job Service sends this file to WRIS and uses the file to match against North Dakota wage records. The results from WRIS and the state's wages are combined and sent back to Geographic Solutions. The wage results are incorporated into the data file and returned to Job Service. This file is used to generate the WIOA, Wagner-Peyser, VETS and Trade Act federal reports through the E-DRVS.

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 14-21 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.(Page 85)

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Small Business/Entrepreneurship

Small Business Administration (SBA) – Ongoing coordination of shared training and education programs between SBA staff and DVR staff.

Department of Commerce and local economic development groups – Offers resources for funding and business development for DVR consumers.

Service Corps of Retired Executives (SCORE) – Provides mentoring and consultation to DVR consumers who are developing business plans.

Lewis and Clark Development Corporation – Process revolving loan fund applications for DVR consumers pursuing self-employment.

Developmental Disabilities Council – Periodically provides monies for the revolving loan fund. They also provided an overview of transition data in ND as it relates to ND DVR and employment outcomes. (Page 183)

Career Pathways

Career Pathways WIOA provides an extraordinary opportunity to improve job and career options for North Dakota workers and job seekers through an integrated, job-driven, public workforce system that links diverse talent to businesses. It supports the development of strong, vibrant regional economies where businesses thrive and people want to live and work. The workforce system includes three focus areas: the needs of business and workers drive workforce solutions; American Job Centers provide customer service to jobseekers and employers and the workforce system supports strong economies and plays an active role in community and workforce development. (Page 54)

To ensure the WIOA requirements are implemented with fidelity and to the ‘spirit’ of the law, the state core partner agencies will work together to develop a professional development calendar. This calendar will cover such topics as labor market information (LMI), career pathways, motivational interviewing, agency roles and partnerships, and the new data interface system. Trainings will be regional or quadrant and will include all core program staff to ensure networking, common training understanding and implementation of exemplary practices. This training concept maximizes staff time, funding and participant outcomes. (Page 65)

The CRH and AHEC, in partnership with the ND Department of Commerce, and other stakeholders across the state, support students training for a health related careers. Career pathway efforts include Rural Collaborative Opportunities for Occupational Learning Health Scrubs Academy and Scrubs Camps and Health Occupations Students of America Future Health Professionals fostering excitement about healthcare careers. (Page 66)

The Workforce Leadership Team will establish a committee to specifically address career pathways and strategies to improve access to post-secondary credentials. The committee will consist of staff from Career and Technical Education, Higher Education, Vocational Rehabilitation, ND Office of Apprenticeship, Department of Commerce, Adult Education and Job Service North

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Registered Apprenticeship will be incorporated into Job Service ND applicant services and business services within the WIOA core programs. Communication between the Registered Apprenticeship State Director and Job Service ND Workforce Development Director is scheduled on a regular basis. (Page 119)

All youth services will be accessible through the Job Service AJCs and services will be designed based on labor market information. All youth, including youth with disabilities, entering the service delivery process will receive an objective assessment. Assessment will follow the guidelines in WIOA, section 129, including a review of academic and occupational skills, interests and supportive service needs. Assessments will provide the needed information and data to complete employment plans that link employment, educational and career pathway goals with the service strategies necessary to reach the goals. (Page 126)

4. Comprehensive guidance and counseling: Through the comprehensive assessment process, a Youth Coordinator may identify that guidance and counseling services would be of benefit to a youth as the individual proceeds through the program. If so, referral to various providers would occur. Comprehensive Guidance and Counseling services may include, but are not limited to the following:

1. Referrals to drug and alcohol counseling;
2. Referrals to mental health counseling;
3. Career counseling including information on career pathways and review of the RUPrepare.nd resource;
4. Educational counseling; and
5. Case management performed by a professional Social Worker or Vocational Rehabilitation counselor. Each of these services must be provided by an appropriately trained staff member, educational instructor, licensed counselor or social worker. (Page 127)

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responsive to the needs of adult learners, with a strong foundational emphasis on quality, intensity and duration of services which will result in real learning and related life changes, over placing emphasis on serving large numbers of students. These areas include the following: Reading, writing and numeracy for grades 0 – 12.9 English language – NRS levels 0 – 6 Civics education – includes individual education plan, career research, and employability skills Instruction to assist students in acquiring high school equivalency credentials and transition into post-secondary (career pathway focus) Integrated ABE and ELL with occupational instruction (Career Pathway Bridges) Digital literacy – computer literacy to meet workplace competency demands and transition to post-secondary education and training Financial literacy – courses and individualized work helping students understand issues including budgeting, debt, impact of student loans, unfair lending practices, etc. Workforce readiness training – individualized advising as part of individual education plan to include career research, employability skills, etc. (Page 156)

The NDDPI currently allocates federal and state funds to the Department of Corrections and Rehabilitation (DOCR) to provide adult education and literacy services at five state correctional facilities: State Penitentiary, Missouri River Correctional Center, James Valley Correctional Center, Dakota Women’s Rehabilitation and Correctional Center and the Youth Correctional Center. Current DOCR educational staff teach a comprehensive program which includes special education services, secondary high school diploma or GED, integrated education and training, career pathways, peer tutoring and re-entry transition. (Page 161)

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Employment Networks

Section identified but no detailed information specifically addressing disability focused implementation. (Page 245-246)

* 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>