



## New Mexico (NM) WIOA Matrix

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

No specific disability related information found.

### Customized Employment

Term funding support from agencies providing supported employment. The Developmental Disabilities Support Division, Department of Health, provides long term funding for supported employment to provider agencies under the Developmental Disabilities Waiver and Mi Via Waivers. The Division works collaboratively with the Behavioral Health Services Division, Department of Health, New Mexico Department of Human Services, and the NM Behavioral Health Collaborative to assure ongoing support services for individuals with severe disabling mental illness served under supported employment Individualized Plans for Employment.

4. The Division continues to work with other state agencies under memoranda of understanding focusing on serving individuals with the most significant disabilities under supported employment plans.

5. Individual placements in integrated work settings at wages comparable to non-disabled peers performing similar work continue to be emphasized.

6. The Division has increased its collaboration through participation with provider agencies; as well as independent and statewide entities to promote "Employment First" principles for individuals with the most significant disabilities served under supported employment Individualized Plans for Employment. One result of this collaboration in FFY 2014 was the training of 16 field staff in the Discovery process for non-traditional career development. Discovery is a customized employment process that gathers information through activities of daily living that can be translated into possibilities for meaningful and purposeful job placement. The goal of this activity is successful employment outcomes for individuals with the most significant disabilities who are eligible for Supported Employment. (Page 294)

Discovery is a customized employment process that gathers information through activities of daily living that can be translated into possibilities for meaningful and purposeful job placement. The goal of this activity is successful employment outcomes for individuals with the most significant disabilities who are eligible for Supported Employment. (Page 300)

In addition to expanding the number of personnel, NMDVR is planning customer service trainings to enhance quality and consistency of service. The agency is also providing specific Supported Employment training to current field staff. This will serve to increase staff expertise in identifying customized employment and individualized training strategies for participants. (Page 307)

## New Mexico (NM) WIOA Matrix

### Braiding/Blending Resources

No specific disability related information found

### Section 188/Section 188 Guide

Section identified but no detailed information specifically addressing disability focused implementation. (Page 148)

### DEI/Disability Resource Coordinators

No specific disability related information found

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

This regional program is set to begin its pilot in Albuquerque–area retail locations in 2016. The development of this program is the first of its’ kind for NMDVR with hopes of gaining statewide traction. Building on the success of the Skills to Work model, also called Place and Train. Dependent on it success, BSS will work with businesses throughout New Mexico to implement this model in their workplaces. Two initiatives were included in the New Mexico Blueprint for Prosperity that will allow DVR to expand place and train opportunities for job seekers with disabilities and New Mexico businesses to target job seekers with disabilities, including veterans with service– related disabilities, in their recruitment and hiring. (Page 267)

### Financial Literacy /Economic Advancement

In addition to a summer job in a competitive integrated setting, The Commission’s Students in Transition to Employment Program includes a significant workplace readiness training component. However, in order to expand workplace readiness training services, the Commission will begin offering additional workshops and seminars. The Commission has recently added staff to its Albuquerque Skills Center specifically for this purpose. The Skills Center will offer seminars and workshops for high school students, college students, and parents. Training will be delivered throughout the year, during summers, school breaks, after school, and through distance delivery methods. Topics cover the landscape, including parent participation, MS Windows, Word, PowerPoint, Excel, Outlook, mobile technology, computer operator maintenance, and training on various assistive technology software and hardware; note–taking skills, Braille, math, college success, summer employment preparation, Hadley support days, job readiness, professional dress and appearance, resume writing, job search strategies, mock interviews, Newslines resources (newspapers, magazines, research capabilities, and job search functions); transportation options, and financial literacy.

## New Mexico (NM) WIOA Matrix

e. Instruction in self-advocacy, which may include peer mentoring. (Page 374)

The agency has also created the Skills Center, a training site to meet the needs of vocational rehabilitation consumers and potential vocational rehabilitation consumers. The agency is scheduling a variety of activities in the Skills Center. These activities include meetings, workshops, seminars, and other training events such as the summer Students in Transition to Employment Program. The Commission has recently added staff to its Albuquerque Skills Center specifically for this purpose. The Skills Center will offer seminars and workshops for high school students, college students, adults, and parents. Training will be delivered throughout the year. To meet the particular needs of transition students, training will be scheduled during summers, school breaks, after school, and through distance delivery methods. Topics cover the landscape, including parent participation, MS Windows, Word, PowerPoint, Excel, and Outlook, mobile technology, computer operator maintenance, and assistive technology hardware and software; Braille, math, note-taking skills, college success, STEP prep, Hadley support days, job readiness, professional dress and appearance, resume writing, job search strategies, mock interviews, Newline resources (newspapers, magazines, research capabilities, and job search functions); transportation options, and financial literacy. (Page 383)

## Benefits

The vocational rehabilitation programs use a case management system called Accessible Web-based Activity Reporting Environment (AWARE) that is specifically designed for vocational rehabilitation programs. This system enables counselors to manage cases, managers to monitor cases, and the agency to prepare and submit required reports to RSA in a timely manner. All client data is captured and maintained in the AWARE case management system, such as information on client employment outcomes, including position title, employer, wages, hours, benefits, etc., and is provided to the Rehabilitation Services Administration, U. S. Department of Education through quarterly and annual reports. The company that programs the software will revise the system to produce any WIOA required data. Due to the especially strict confidentiality requirements imposed by the Rehabilitation Act and the sensitive nature of information about disabilities and medical conditions, the case management system is a closed system, accessible only by authorized employees. NMDWS has established a data sharing agreement to provide necessary wage data to support the programs' activities. (Page 112)

New Mexico Division of Vocational Rehabilitation continues to work in collaboration with the Center for Development and Disability toward the implementation and sustainability of Project Search programs across the state. DVR collaborates with the Social Security Administration (SSA) to provide information on SSA benefits and Ticket to Work. NM DVR employs a Certified Benefits Advisors throughout each Project Search site. Services available to DVR participants include Benefits Advisement Counseling to address Social Security Disability/ Social Security Income concerns and to address benefits income and impact to employment. The Division has established a replica of Project Search in New Mexico. Currently UNM Hospital and Hilton Garden Inn Gallup are providing training and internship rotations for 19 students. Project Search allows for three (3) rotations to occur at in various departments. These rotations provide candidates with the opportunity to learn the skills and abilities needed to be successful in the community and subsequently in a career of their choice. Job coaches and teachers will be on site at all times teaching curriculum and job skills. The goal of Project Search is to assure that each candidate will be employed following the completion of the year-long program. Collaboration with several state partners, including the NM Albuquerque Public School (APS) district, Gallup McKinley schools, UNM/CDD, Department of

## New Mexico (NM) WIOA Matrix

Health Developmental Disabilities Supports Division (DOH/DDSD), UNM Hospital, Hilton Garden Inn Gallup, and Best Buddies (Albuquerque Long term provider) and Empowerment (Gallup Long term provider) have been established. (Page 257)

The agreements with individual Local Education Agencies identify:

1. Policies, practices, and procedures that can be coordinated between the agencies, including definitions, eligibility criteria for vocational rehabilitation services, policies and procedures for making referrals, procedures for outreach students receiving special education services and in need of transition service, practices and procedures also address time-frames for evaluation and follow-up with students;
2. The roles of each agency, including provisions for determining State lead agencies and qualified personnel responsible for transition services;
3. Procedures for providing training, consultation, and technical assistance to assist staff of State and local educational agencies as to the availability, benefits of, and eligibility criteria for vocational rehabilitation services;
4. Available resources, including sources of funds for the development and expansion of services;
5. The financial responsibility of each agency in providing services to students with disabilities who are receiving special education services consistent with State law;
6. Procedures for resolving disputes between the agencies that are parties to the agreement; and
7. All other components necessary to ensure meaningful cooperation among agencies, including procedures to facilitate the development of local teams to coordinate the provision of services to students with disabilities, sharing data, and coordinating joint training of staff providing transition services.

The Division works with local education agencies throughout New Mexico to provide school-to-work transition. Rehabilitation counselors are assigned to all public high schools throughout the state. Division counseling staff and rehabilitation technicians are deployed on a regional basis. Area Division program managers and local counseling staff work with local education agencies to ensure that students with disabilities are afforded the opportunity to apply for vocational rehabilitation services. Referrals are made at the local level from local education agencies or schools to the Division's field offices.

The Mentoring Diverse Abilities program funding has ended, however transition services continue to be provided by both NMDVR and the American Indian Vocational Rehabilitation Programs throughout the state. (Page 260)

The agreements with individual Local Education Agencies identify:

1. Policies, practices, and procedures that can be coordinated between the agencies, including definitions, eligibility criteria for vocational rehabilitation services, policies

## New Mexico (NM) WIOA Matrix

- and procedures for making referrals, procedures for outreach students receiving special education services and in need of transition service, practices and procedures also address time–frames for evaluation and follow–up with students;
2. The roles of each agency, including provisions for determining State lead agencies and qualified personnel responsible for transition services;
  3. Procedures for providing training, consultation, and technical assistance to assist staff of State and local educational agencies as to the availability, benefits of, and eligibility criteria for vocational rehabilitation services;
  4. Available resources, including sources of funds for the development and expansion of services;
  5. The financial responsibility of each agency in providing services to students with disabilities who are receiving special education services consistent with State law;
  6. Procedures for resolving disputes between the agencies that are parties to the agreement; and
  7. All other components necessary to ensure meaningful cooperation among agencies, including procedures to facilitate the development of local teams to coordinate the provision of services to students with disabilities, sharing data, and coordinating joint training of staff providing transition services. (Page 262)

New Mexico Division of Vocational Rehabilitation continues to work in collaboration with the Center for Development and Disability toward the implementation and sustainability of Supported Employment programs across the state. Services that are provided at Center for Development and Disability include education, advocacy, and outreach in the field of Supported Employment. Services are available through Partners for Employment to participants and their families, community providers, job developers, job coaches, employers, as well as, educational facilities. DVR also collaborates with the Social Security Administration (SSA) to provide information on SSA benefits and Ticket to Work.

NM DVR employs Certified Benefits Advisors throughout each area of the state. Services available to DVR participants include Benefits Advisement Counseling to address SSD (I) to address benefits income and impact to employment.

The NM Department of Health is the state agency responsible for administering Developmental Disabilities Waiver funding under Title XIX of the Social Security Act. Behavioral Health Services are administered through state– wide Health Maintenance Organizations (HMO). (Page 265)

The NMDVR Benefits Advisement Services Coordinator attends the Medicaid Advisory Council meeting quarterly to remind and update all council members about employment issues and Medicaid. The Benefits Advisement Services Coordinator also has a strong relationship with the Medicaid eligibility trainers and supervisors. In addition, NMDVR maintains a strong relationship with University of New Mexico Center for Development and Disability (UNM CDD). NMDVR staff have developed short training videos on different working issues and have teamed with UNM CDD units to provide statewide trainings in addition to an annual Ticket to Work Job Fair. (Page 268)

## New Mexico (NM) WIOA Matrix

The Social Security Administration's Ticket to Work program is designed to provide a network of providers for Social Security beneficiaries to obtain employment outcome services. NMDVR is no longer an Employment Network, however the division continues to provide services and information to participants related to Social Security Benefits. This includes five field staff located throughout the state that specialize in benefits advisement. NMDVR and Behavioral Health Services: NMDVR is a member of New Mexico's Behavioral Health Purchasing Collaborative. During the past four years, work continued toward intra-agency collaboration specifically dealing with behavioral health services among all 17 agencies/divisions of the BHPC. Under the terms of an agreement reached with the State Behavioral Health Services Division, NMDVR continues to facilitate and monitor employment services for people within the BHSD system and to assist others in making connections with that system. Coordination of services among BHSD, NMDVR, regional employment providers, and mental health providers can increase successful employment outcomes for individuals with disabilities.

The NMDVR Benefits Advisement Services Coordinator attends the Medicaid Advisory Council meeting quarterly to remind and update all council members about employment issues and Medicaid. The Benefits Advisement Services Coordinator also has a strong relationship with the Medicaid eligibility trainers and supervisors. In addition, NMDVR maintains a strong relationship with University of New Mexico Center for Development and Disability (UNM CDD). NMDVR staff have developed short training videos on different working issues and have teamed with UNM CDD units to provide statewide trainings in addition to an annual Ticket to Work Job Fair. (Page 283)

Benefits advisement services are provided to enhance participation in VR by Social Security disability beneficiaries who tend to be underserved. Services aid to address concerns about the effect of employment on benefits as well as provide information regarding incentives and benefits of employment.

The NMDVR Benefits Advisement Services Coordinator attends the Medicaid Advisory Council meeting quarterly to remind and update all council members about employment issues and Medicaid. The Benefits Advisement Services Coordinator also has a strong relationship with the Medicaid eligibility trainers and supervisors. In addition, NMDVR maintains a strong relationship with University of New Mexico Center for Development and Disability (UNM CDD). NMDVR staff have developed short training videos on different working issues and have teamed with UNM CDD units to provide statewide trainings in addition to an annual Ticket to Work Job Fair. (Page 303)

New Mexico Division of Vocational Rehabilitation continues to work in collaboration with the Center for Development and Disability toward the implementation and sustainability of Project Search programs across the state. DVR collaborates with the Social Security Administration (SSA) to provide information on SSA benefits and Ticket to Work. NM DVR employs Certified Benefits Advisors throughout each Project Search site. Services available to DVR participants include Benefits Advisement Counseling to address Social Security Disability and social Security disability Income benefits income and impact to employment.

The Division has established a replica of Project Search in New Mexico. Currently, UNM Hospital and Hilton Garden Inn Gallup are providing training and internship rotations for 19 students. Project Search allows for three (3) rotations to occur at in various departments. These rotations provide candidates with the opportunity to learn the skills and abilities needed to be

## New Mexico (NM) WIOA Matrix

successful in the community and subsequently in a career of their choice. Job coaches and teachers will be on site at all times teaching curriculum and job skills. The goal of Project Search is that each candidate will be employed following the completion of the year-long program. Collaboration with several state partners, including the NM Albuquerque Public School (APS) district, Gallup McKinley schools, UNM/CD, Department of Health Developmental Disabilities Supports Division (DOH/DDSD), UNM Hospital, Hilton Garden Inn Gallup, and Best Buddies (Albuquerque Long term provider) and Empowerment (Gallup Long term provider) have been established. (Page 308)

Enhance the number and quality of employment outcomes for consumers by providing enhanced benefits counseling and guidance to reduce concerns related to the loss or reduction of benefits.

**Council Recommendations:** The Council discussed and decided to continue the Goal, noting the myriad benefits of working.

**Agency Response:** The agency continues to provide benefits counseling and guidance through a contract with the New Mexico Legal Aid Society. The agency also had staff from Legal Aid provide training on benefits to the vocational rehabilitation counselors. The agency has also provided seminars on benefits to clients. (Page 331)

The Commission regularly surveys consumers to make sure that consumers are participating in the Medicaid program, including and especially as it relates to work incentives that encourage employment. This includes counseling consumers to apply for the Section 1619(b) program when consumers may lose SSI due to work activity, and to encourage consumers to apply for the Working Disabled Individual Category 043 program when the consumer's income is too high to qualify for the 1619(b) program. Of special note is that it was the Commission that came up with the idea of using the Working Disabled Individual category to address the problem of the 24-month Medicare waiting period. The Commission worked with the state Medical Assistance Division in the development of the Medi-Gap portion of Category 043, which provides Medicaid to persons who have lost SSI due to the start of SSDI, and who thereby lost Medicaid coverage. The Commission also works to make sure that consumers who lose SSI due to the start of Disabled Adult Child benefits maintain Medicaid under Public Law 99-643 and Section 1634(d). The Commission also works to make sure that low-income consumers who may be eligible for Qualified Medicare Beneficiaries (QMB) Specified Low Income Medicare Beneficiaries (SLIMB) or Qualified Individual (QI) are receiving QMB, SLIMB, or QI. (Page 343)

The Commission has adopted a policy to support consumer attendance at the division/special interest group meetings held during national consumer organization conventions. In order to receive the support, the consumer's vocational goal must be directly related to the particular division/special interest group meeting. The Commission, with the support of the SRC, believes that attendance at related division/special interest group meetings can enhance the consumer's ability to achieve their vocational goal. Benefits would include learning about current developments in their field, meeting and networking with individuals who are successful in their fields, learning about the use and accessibility of career-specific technology, learning how blind and visually impaired individuals in the field use assistive technology successfully, and learning techniques that would enable them to succeed in their vocational training/education program and ultimately in their chosen field. The Commission also supports annual attendance at the state conventions of both consumer organizations. (Page 383-384)

## New Mexico (NM) WIOA Matrix

The Commission regularly participates in the annual New Mexico Academy of Ophthalmology conference in Albuquerque. Counselors also visit ophthalmologists in their territories to ensure that the medical community is aware of the Commission and the services that are provided.

1. Enhance the number and quality of employment outcomes for consumers by providing enhanced benefits counseling and guidance, with the purpose being to reduce fears related to the loss or reduction of benefits.

Counselors received training during March 2013 designed to help them understand the myriad benefit programs. The training has increased the ability of each counselor to help consumers understand program requirements and thereby reduce the fear of losing benefits. In addition to the training, counselors also received a desk reference which contains valuable information regarding each program as well as sample letters that can be used to report earnings.

The agency continues to utilize a comparable benefits survey, designed to identify benefit program eligibility for eligible VR consumers. (Page 392)

Supported employment services may include a comprehensive assessment as provided under the basic vocational rehabilitation program, job site assessment, and other evaluations to determine possible benefits from supported employment to consumers with the most significant disabilities, including youth with the most significant disabilities. Additional supported employment services include job development, placement and intensive job skills training, social skills training, regular observation and supervision of the individual, and regular contact with the employer, consumer, parent, family members, guardians, advocates or other authorized representatives of the individual and other suitable professionals. The utilization of natural support systems as well as the provision of appropriate services under the basic vocational rehabilitation program is available to supported employment consumers. (Page 396)

## School to Work Transition

***Vocational Rehabilitation and the One-stop Delivery System.*** The one-stop delivery system in New Mexico offers assessment and development tools, strong relationships with business and specialized programs that benefit New Mexicans looking for work. Under the combined state plan, the VR agencies will work to strengthen their relationships with NMDWS and the Local Workforce Development Boards to make referral and coordination of service to participants as seamless as possible. WIOA places greater emphasis on providing work experiences to VR participants, especially students transitioning from school to work. DVR, in particular, can particularly benefit from the expertise and established business relationships that the New Mexico Department of Workforce Solutions offers to expand work experience opportunities for participants. As such, DVR staff will work with the workforce development centers to arrange for VR-focused presentations when needed and assist with special events such as job fairs and training workshops. Workforce centers will also assist with presentations and trainings at VR offices. DVR also plans to ramp up its efforts to support the transition of students and youth with disabilities from secondary education to postsecondary education and employment.

The Division has developed and maintained interagency agreements with agencies that carry out activities and which do not carry out activities under the statewide workforce investment system. Some of the agencies not under the state workforce investment system are: The Veteran's

## New Mexico (NM) WIOA Matrix

Affairs Administration, The New Mexico Commission on the Deaf and Hard of Hearing; The Developmental Disabilities Planning Council, The Department of Health, and the Developmental Disabilities Support Services Division, to provide supported employment services to individuals on the developmental disabilities waiver and Jackson Class members. The Department also has a Memorandum of Understanding with the Public Education Department to further effect school-to-work transition services throughout the state including Roswell Job Corp. Further contracts are in place with the Centers of Independent Living; in the state, services include job seeking skills training, job placement and Self-Advocacy and supportive services. (Page 254)

In FFY 2014, collaboration with New Mexico School for the Deaf through statewide outreach and Commission for Deaf and Hard of Hearing has led to improved outreach and coordination with multiple state school districts toward referral of deaf/hard of hearing transition students to NMDVR. Coordination of School-to-Work transition services that include having a team of specialists to collaborate with school transition specialists to conduct outreach, inform, instruct, and coordinate transition services for individuals covered by the Individuals with Disabilities Education Act (IDEA) and Section 504 of the Rehabilitation Act. Additionally, creating access to transition services for students 14 years of age and utilizing staff (transition coordinator, VR counselors specializing in transition, and VR counselors serving transition students) to collaborate with agencies that provide transition services to develop comprehensive transition plans. Coordination and training events have also begun at agency field staff meetings. While these efforts target a specific population, they have the added benefit of strengthening communications between transition specialists at NMSD as well as state wide school districts and NMDVR field staff. This can benefit all transitioning youth. (Page 257- 258)

The Division works with local education agencies throughout New Mexico to provide school-to-work transition. Rehabilitation counselors are assigned to all public high schools throughout the state. Division counseling staff and rehabilitation technicians are deployed on a regional basis. Area Division program managers and local counseling staff work with local education agencies to ensure that students with disabilities are afforded the opportunity to apply for vocational rehabilitation services. Referrals are made at the local level from local education agencies or schools to the Division's field offices. The Mentoring Diverse Abilities program funding has ended, however transition services continue to be provided by both NMDVR and the American Indian Vocational Rehabilitation Programs throughout the state. (Page 260)

Collaboration with Statewide Workforce Investment System: NMDVR has had representatives on the Youth Standing Committee, and School to Work Transitional Alliance. Representatives address the issues and interests of individuals with disabilities in the workforce investment system, both in developing policy and influencing service delivery.

The Division has increased its collaboration through participation with provider agencies; as well as independent and statewide entities to promote "Employment First" principles for individuals with the most significant disabilities served under supported employment Individualized Plans for Employment Although the Navigator program is completed, it did serve to increase awareness of vocational rehabilitation services and employment-related needs of people with disabilities at local One-stops. The result is that One-stop staff have established and continue to maintain contact with NMDVR counselors throughout the state. (Page 267-26)

The licensure rules for Rehabilitation Counselors in New Mexico are in agreement with the Public Education Department requirements and competencies applicable to both the school systems

## New Mexico (NM) WIOA Matrix

to effect school-to-work transition in the high schools and the Division. The Statewide Transition Coordinator provides routine Transition training to all field staff with emphasize on the staff directly providing transition services. IDEA, IEP's, Diagnostic Data are all represented through Transition Services. The Transition Coordinator also provides up-to-date information to staff regarding IDEA and acts as the liaison between DVR and Public Education Department. The agency will continue to encourage Transition Coordinator to maintain a board seat on IDEA, School-to-work Transition Alliance and maintain relations to support Regional Education Cooperative Memberships, and NM Youth Committee. It is the intention of the agency to continue cooperation and coordination with the personnel development under the Individuals with Disabilities Education Act. (Page 280)

In early FY14 DVR, was approached to partner with the University of New Mexico, Center for Development and Disability (UNM/CDD) to consider establishing a replica of Project Search in NM. Project Search is an internationally known program that originated at Cincinnati's Children's Hospital. It focuses on school-to-work transition age students who are diagnosed with a variety of disabling conditions. The DVR Interim Transition Coordinator had the opportunity to attend the Project Search conference in July. In collaboration with several state partners, including the NM Albuquerque Public School (APS) district, UNM/CDD and the NM University Hospital (UNMH) as well as the Department of Health Developmental Disabilities Supports Division (DOH/DDSD) and Best Buddies (a local provider agency), the Project Search founders have given approval to replicate this program in New Mexico. The site for Project Search has been selected and approved. Program space intended for training and internship rotations has been established at UNM Hospital (Page 313)

## Data Collection

NMDWS administers a common management information system, called the Workforce Connection On-Line System, described earlier. The Workforce Connection Centers use the system not only for registering job applicants, housing resumes, and job postings for job matching purposes, but also for the purposes of data entry, case management, and state and federal performance reporting. The Workforce Connection On-Line System integrates data collection, participant demographics, case management, and performance reporting for not only Workforce Innovation and Opportunity Act and Wagner-Peyser, but also Migrant Seasonal Farmworkers, Veterans, Trade programs. The system is also used for data collection and reporting for all partners located in comprehensive and affiliate centers. NMDWS has established both user access and data sharing agreements to support access to information and information sharing between the partners as allowed by authorizing law and regulation. The system also provides access to labor market information to support business and job seekers in need of training or employment assistance. (Page 110)

NMDWS administers a common management information system, called the Workforce Connection On-Line System, described earlier. The Workforce Connection Centers use the system not only for registering job applicants, housing resumes, and job postings for job matching purposes, but also for the purposes of data entry, case management, and state and federal performance reporting. The Workforce Connection On-Line System integrates data collection, participant demographics, case management, and performance reporting for not only Workforce Innovation and Opportunity Act and Wagner-Peyser, but also Migrant Seasonal Farmworkers, Veterans, Trade programs. The system is also used for data collection and reporting for all partners located in comprehensive and affiliate centers. NMDWS has established both user access and data sharing

## New Mexico (NM) WIOA Matrix

agreements to support access to information and information sharing between the partners as allowed by authorizing law and regulation. The system also provides access to labor market information to support business and job seekers in need of training or employment assistance. (Page 112)

## Small Business/Entrepreneurship

- The SRC recommends that NMDVR look into best practices to clarify agency assistance in establishing and maintaining consumers who are pursuing Self-Employment Plans due to the increasing number of requests in this arena. One recommendation on this would be to have a small primer that can be given to DVR clients along with guidelines in setting up Self-Employment Plans while incorporating a sound business plan.

Agency Response: NMDVR continues to review operating procedures related to self-employment plans. Participants developing business plans are routinely referred to the Small Business Administration and Contract business development experts (at agency expense) for assistance in completing a business plan. NMDVR also routinely directs participants to current Manual of Operating Procedure guidance on business plan process. The agency is open to exploring further written guidance that can be available to participants in the future. (Page 250)

Commission for the Blind has the basic responsibility to provide vocational rehabilitation services to all eligible blind residents of New Mexico. The Public Education Department has the basic responsibility to provide an appropriate public education to New Mexico children with disabilities, including those with visual disabilities. The Deputy Director for Vocational Rehabilitation has served on the Statewide Transition Coordinating Council in past years, although the STCC is not currently active. The Agency assures the interagency cooperation with, and utilization of the services and facilities of the Federal, State, and local agencies and programs. This includes programs carried out by the State under section 4 of the Assistive Technology Act of 1998; Programs carried out by the Under Secretary for Rural Development of the Department of Agriculture; Non-educational agencies serving out-of-school youth; and State use contracting programs; to the extent that such agencies and programs are not carrying out activities through the statewide workforce investment system. The Agency works with the following rehabilitation services providers: Zuni Entrepreneurial Enterprises, Inc.; New Vistas Center for Independent Living; Developmental Disabilities Planning Council; TRESKO; Laguna-Acoma Vocational Rehabilitation; Navajo Nation Office of Special Education & Rehabilitation Services; Jemez Disabilities Project; Tobosa Developmental Services; Goodwill Industries; Department of Health, Developmental Disabilities Support Division; Taos County ARC; Community Options; Helen Keller National Center; Community Outreach Programs for the Deaf; the NM Commission for Deaf and Hard of Hearing Persons; Albuquerque Center for Hope and Recovery; Yes We Can New Mexico; and the Small Business Development Centers located throughout New Mexico. Relationships with these organizations run the gamut, including referrals, vocational evaluations, job development, job coaching, transportation, consulting, case management, joint case servicing, deaf blind services, supported employment services, and self-employment services. The agency has representation on the SILC. The Agency will explore ways to build better ties with the IL centers and work with the SILC, in an effort to increase staff and consumer awareness of their activities. A representative of the SILC is expected to be appointed to the Agency's SRC in FY 2016, and as such, will be able to keep the Council up to date on their respective current activities. (Page 333)

## New Mexico (NM) WIOA Matrix

NM Division of Vocational Rehabilitation; Zuni Entrepreneurial Enterprises, Inc.; New Vistas Center for Independent Living; Developmental Disabilities Planning Council; TRESKO; Laguna–Acoma Vocational Rehabilitation; Navajo Nation Office of Special Education & Rehabilitation Services; Jemez Disabilities Project; Tobosa Developmental Services; Goodwill Industries; Department of Health, Developmental Disabilities Support Division; Taos County ARC; Community Options; Helen Keller National Center; Community Outreach Programs for the Deaf; the NM Commission for Deaf and Hard of Hearing Persons; Albuquerque Center for Hope and Recovery; Yes We Can New Mexico; and the Small Business Development Centers located throughout New Mexico. (Page 338)

Vocational rehabilitation counselors attend regular bi-monthly training coordinated by the Deputy Director for VR Programs. The training regularly addresses technology issues, training center issues, employment services issues, transition, post-secondary education and training, and training on various state and local services. Recent presentations from state and local agencies include the Commission for Deaf and Hard-of-Hearing, Community Outreach Programs for the Deaf (deaf-blind services), Governor’s Commission on Disability, Developmental Disabilities Planning Council, Albuquerque Housing Authority, and the Small Business Development Center. The regional representative from the Helen Keller National Center is scheduled to travel to New Mexico in February 2016 to provide training to the Commission’s VR counselor team. (Page 350)

## Career Pathways

- promoting the value of occupational learning through paid work experience on the job, such as through the development of apprenticeships, paid internships, incumbent worker or customized training, and transitional jobs;
- encouraging public/private partnerships among business, education, community and civic organizations, and economic development to create work-based training opportunities that both feed career pathways for job seekers and satisfy job-driven strategies of employers and industries;
- using skills assessments and credentialing to promote the value of job ready individuals to potential employers in developing work-based experiences; and
- exploring the offerings of other related programs, outside of the state plan, that offer opportunities to help individuals gain increased skills and experience that can lead to potential future job opportunities and employment. (Page79)

Apprenticeship and Individuals with Disabilities. Under WIOA, VR programs must spend 15 percent of funding on students with disabilities. As such, some specific work is already being done in New Mexico to explore and expand the use of apprenticeships as a service strategy for improving outcomes for individuals with disabilities. For instance, the Division of Vocational Rehabilitation Specialist has been working with a one-stop youth provider on finalizing an MOU to serve youth with disabilities. Additionally, a DVR Business Specialist has been working on the development of partnerships with the Workforce Training Center and Road Runner Food Bank to increase vocational readiness training programs which will be provided to students and youth with disabilities.

## New Mexico (NM) WIOA Matrix

Additionally, core partners have begun to have conversations about how the state can further expand opportunities for individuals with disabilities, including individuals who are blind or visually impaired. While individuals who are blind or visually impaired have often faced significant obstacles in participating in apprenticeship programs, the Commission for the Blind plans to increase efforts to consider and identify Registered Apprenticeships for consumers who might be appropriate candidates for such apprenticeship. Ultimately VR programs are optimistic about improved accessibility to the RA programs for the clients they serve. Examples of ideas of how this can be accomplished in New Mexico include pursuing: (Page 95)

As part of the professional development system, all eligible AEFLA providers will have available to them both hands-on and pedagogical training about the use of technology in the classroom. As part of the effort to make all appropriate Adult Education classes in New Mexico blended distance and face-to-face, the NMHED is providing an online platform aligned with College and Career Readiness Standards and career pathways, with mapping to KeyTrain and O-Net. As the State implements the platform all local providers are trained by the publisher and, pedagogically, by master teachers, both in the use of the technology and in developing and delivering classes using it. (Page 241)

- NMDVR will make strides towards providing employment experiences or On the Job training activities in the community. Through this strategy, mutual customers can provide experience that may lead to permanent employment.
- NMDVR will continue expand engagement of the business sector as a partner in developing career pathways for youth with disabilities in high-growth industries (Page 306)

## Employment Networks

The agency participates on the Ticket to Work Partners group, along with the Social Security Administration, the New Mexico Division of Vocational Rehabilitation, and a number of employment networks that serve ticket holders throughout New Mexico. The group regularly meets in the Commission's Skills Center Lecture Hall. 2015 marked the third year in which the Commission participated in the annual Black Expo, sponsored by the New Mexico Office of African American Affairs. The expo has been growing each year and Commission attendance provides an opportunity to conduct outreach to the African American community and provide information regarding VR services available through the commission. (Page 333)

\* 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>