emp1oyment

State of Oregon Employment Department

Oregon (OR) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

VR works closely with other State agencies whose populations benefit from VR Supported Employment (SE) Services. VR, the Department of Education, and the Office of Developmental Disability Services work together with the State's Employment First program to ensure that individuals who experience Intellectual and/or Developmental Disabilities receive coordinated and sequenced services that meet their employment needs. This multi–agency collaboration operates under the guidance of Executive Order 15–01 and actively works to ensure that policies and services are aligned in a way that makes sense for transition age students as well as adults seeking services (Page 187)

VR and Oregon Department of Developmental Disability Services have refocused their work together over the last couple of years to achieve the outcomes set forth in Executive order 13–04, which was updated in Executive Order 15–01. These Executive Orders emphasize with more clarity the State's Employment First Policy. Additionally, the State of Oregon has recently settled a lawsuit that calls for increased integrated employment opportunities for individuals with intellectual and developmental disabilities. VR, ODDS, and the I/DD service delivery system have a working relationship that shares information, leverages and braids funding, and encourages the joint case management of joint clients. Moving forward VR will continue to work with ODDS and I/DD service delivery system as well as the Department of Education to increase our collaboration to maximize funding, streamline processes, and meet the competitive and integrated employment goals of joint clients. (Page 190)

- Hired staff specialists who serve individuals with I/DD. These three groups of regional staff meet regularly; co–train other agency staff; and, co–develop tools and strategies to provide services that are consistent and reflect best practices

- Have established collaborative training regarding consistency and quality in curricula used for VR, ODDS and ODE staff throughout Oregon; accomplished through:

  o Agency conferences (VR In–Service, DD Case Management Conference, and ODE Regional Transition Conferences) used mixed groups of staff and cross training techniques to further collaborative training goals

  o VR, DD, and school transition (ODE) staff training on varied topics, presented regionally to groups consisting of staff from all three agencies

  o Staff are consistently co–trained by specialists from the three agencies

emp1oyment

Oregon (OR) WIOA Matrix

- Ongoing and regularly scheduled meetings lead to collaborative actions by Office of Developmental Disabilities (ODDS), VR and Oregon Department of Education (ODE):
  - Employment First Steering Committee meetings direct the overall work of the following collaborative meetings. This committee is co–led by VR and ODDS Administrators

  - Policy and Innovation meetings are co–led by VR staff and DD Staff to facilitate these collaborative actions:

- The three agencies review and discuss all new or newly revised policy to assure alignment across agencies

- Each agency sends policy transmittals to their regional and community staff when another of them adopts new or newly revised policy

  - Education and Transition meetings discuss pertinent issues for students who have transition plans including those receiving Pre–Vocational Services; facilitating these collaborative actions:

- A jointly held goal of seamless transition for: students with transition plans, students in transition programs. (Page 190)

The Oregon Legislature has the sole authority to establish the type and number of state government positions, including VR positions. Over the last two biennium the legislature approved 14 new VRC positions to help support statewide Employment First initiatives. (Page 192)

Customized Employment

No specific disability related information found.

Braiding/Blending Resources

No specific disability related information found.

Section 188/Section 188 Guide

Section identified but no detailed information specifically addressing disability or implementation. (Page 114)

DEI/Disability Resource Coordinators

No specific disability related information found.

LEAD CENTER

ODEP
Office of Disability
Employment Policy

Oregon (OR) WIOA Matrix

Other State Programs/Pilots that Support Competitive Integrated Employment

In Gresham and Eugene, WSO Offices have installed a Video Relay System (VRS) for assuring equitable access to the Deaf and Hard of Hearing (D&HH) community. VRS works in the same way as the 711 Relay services and is funded by the Federal Communications Commission (FCC). The difference is that with VRS, a D&HH customer may use Sign Language to communicate with a relay operator who then transmits the information to the hearing receiver through a regular phone. There is no need for a VRS, or video phone, on the receiving end. The VRS in these two offices serves as a pilot project and is in compliance with ADA regulations in terms of assuring that customers have equitable access to our services. If the pilot proves successful, more offices will receive the VRS devices. Many D&HH individuals already have VRS in their homes. The VRS in our offices will be treated as a means for this community to contact UI as well as for employment purposes. Should a UI claims taker or other UI staff receive a call via the VRS, they will be told that a VRS operator is on the other end before the customer's message is relayed, just like if they were receiving a 711 call. (Page 105)

VR follows State of Oregon contractual processes when establishing contracts for services. VR works with and establishes relationships with non–profit organizations to fully utilize the benefits provided through the SSA TTW program. In January 2010, Oregon VR initiated a Ticket to Work shared payment agreement pilot with ten community mental health programs that provide evidence–based mental health supported employment services. These mental health agencies are governed by the Oregon Health Authority (OHA) who contracts with the Oregon Supported Employment Center for Excellence (OSECE) to provide annual programs and technical assistance. These agreements allow Oregon VR to be the Employment Network of record with SSA, partner with the mental health agency to provide dual services to an individual. (Page 186)

- VR's Youth Transition Program Transition (YTP) is operating in over 112 school districts across the state to provide pre–employment transition services (PETS) which includes "work experience" and "career counseling."

- YTP Transition Specialists work directly with employers to:

    o Perform worksite assessments before student placement

    o Train students in workplace readiness

    o Provide screening and referral of appropriate youth

    o Identification of appropriate worksites and task

    o Provide counseling on opportunities for enrollment in comprehensive training opportunities to meet the desired qualification of employers

- In the Portland Metro area VR staff are working with health providers Legacy and Providence Health to pilot training and streamlined hiring program for students with disabilities. Students placed in competitive integrated employment with these employers are supported with 12 months of follow along services to ensure stable employment.

emp1oyment

Oregon (OR) WIOA Matrix

- VR Contractors are working with business and schools regarding employer engagement models to offer competitive, integrated employment and career exploration opportunities. These trainings include:
    o Pre–employment trainings with school staff to meet employer needs
    o Interest inventories with students
    o Trainings on developing partnership agreements
    o Trainings on job needs analysis
    o Marketing school based programs
    o Pre and post training evaluations for students involved in work experiences. (Page 189)

Financial Literacy/Economic Advancement

No specific disability related information found.

Benefits

At application, the majority of VR program clients are already receiving Social Security Disability Insurance (SSDI) benefits as a result of legal blindness. During development of the Individualized Plan for Employment (IPE), the OCB explores the client's vocational goals and income needs, and commensurate with their skills, strengths and previous work experience jointly sets employment goals. For client's targeting employment with earnings above the Substantial Gainful Activity (SGA) level, the OCB utilizes the Ticket to Work program for cost reimbursement upon 9 months of successful employment at or above SGA level earnings. (Page 27)

Expand the use of Benefits Planning to assist Oregonians with Disabilities

 i. Create online benefits training and information to address basic benefit concerns

 ii. Work with partner agencies to create additional funding opportunities for expanding capacity

 iii. Continue to partner with the Work Incentives Planning and Assistance program operated by Disability Rights Oregon (Page 206)

4. Create an expansive employer engagement model that creates opportunities for work–based learning opportunities

 a. Develop a common employer engagement plan, language, and focus that can be used statewide

 b. Implement a progressive employment model

 c. Create and train local VR employer engagement teams

LEAD CENTER

ODEP
Office of Disability
Employment Policy

Oregon (OR) WIOA Matrix

    d.   Work with partners on joint engagement opportunities

    e.   Engage with employers the need to meet the 503 federal hiring targets

    f.   Utilize the SRC Business Committee to enhance engagement with employers

5.   Expand the use of Benefits Planning to assist Oregonians with Disabilities

    a.   Create online benefits training and information to address basic benefit concerns

    b.   Work with partner agencies to create additional funding opportunities for expanding capacity

    c.   Continue to partner with the Work Inc. (Page 219)

While receipt of SSI/SSDI indicates significance of disability, it can also impact employment for an individual, based on the need to maintain benefits and especially health insurance benefits that are income–dependent. The Commission addresses this consumer need through providing benefits planning services. Commission Services for Individuals with the Most Significant Disabilities The Commission is reaching those with the most significant disabilities through outreach and by providing individualized services. (Page 261)

Outcome % of participants who were receiving SSI/SSDI at application*

- Exited VR before services began 55%

- Exited VR without an employment outcome, after services 60%

- Exited VR with a noncompetitive employment outcome 62%

- Exited VR with a competitive employment outcome 46%

* **Note:** Commission data is cumulative 2009–2013. While receipt of SSI/SSDI indicates significance of disability, it can also impact employment for an individual, based on the need to maintain benefits and especially health insurance benefits that are income–dependent. The Commission addresses this consumer need through providing benefits planning services. (Page 301)

School to Work Transition

Vocational Rehabilitation (VR) requests a continuation of its waiver of state–wideness for its Youth Transition Program (YTP). Through this program, transition age youth with disabilities are provided with enhanced activities and services that lead to employment or career–related postsecondary education or training. YTP has two distinct but interconnected goals. The first is to improve post–school transition outcomes for youth with disabilities by preparing them for employment, postsecondary education or training, and independent living. The second is to increase capacity and foster positive systems change in schools and other agencies in assisting youth with disabilities in moving from school to work. (Page 178)

emp1oyment

Oregon (OR) WIOA Matrix

Our goals for the program for FFY 16 include:

1. Coordinate the Summer Work Experience Program for students who require ongoing supports in partnership with the Department of Education

2. Partner with the education team that will support students who are leaving secondary school programs to develop a transition plan for school to work

3. Continue to outreach to the deaf–blind community

4. Coordinate with community resources to maximize comparable benefits and improve services for our clients

5. Grow the number of individuals served in the program and focus on positive outcomes in integrated settings with supports

In addition: OCB will provide SE extended services after placement for up to 4 years for individuals not covered by alternative programs or funding. (Page 281)

Progress: The agency attended individualized transition plan meetings for all Supported Employment students exiting the schools in order to provide seamless services to students exiting the school system. (Page 296)

Goal 2: Partner with the education team that will support Supported Employment students who are leaving secondary school programs to develop a transition plan for school to work Progress: The agency attended individualized transition plan meetings for all Supported Employment students exiting the schools in order to provide seamless services to students exiting the school system. (Page 298-299)

Data Collection

State Operating Systems

State operating systems to support implementation of the state's strategies are primarily divided into three categories:

- Labor Market Information
- Data Collection and Reporting Systems
- Operations and Management Systems

Labor Market Information

The Oregon Employment Department's Workforce and Economic Research Division provides accurate, reliable, and timely information about Oregon's state and local labor markets. The division's goal is to provide quality information that helps our customers make informed choices. Workforce development policy makers are a key research customer group, particularly serving the labor market information needs of state and local workforce development boards.

LEAD CENTER

ODEP
Office of Disability
Employment Policy

Oregon (OR) WIOA Matrix

The division's efforts focus on direct employer surveys, information from tax records, analysis of the data, and dissemination through publications, presentations, and responses to customer requests. Most labor market information is available on–line allowing staff more time to focus on custom analysis and answering challenging questions about the labor market. (All of Page 79)

OWIB has established a goal and five strategies around creating a customer–centric, easy to access workforce system, including developing accountability mechanisms focused on results. The state board will assist the Governor by continuing to focus on system results and the needs or impediments to both measuring and improving the results for individuals and employers. Alignment of technology and data systems across the partner programs and agencies are the key to creating such a system and accountability mechanisms. (Page 99)

- Support for the development of instructional content and models for career pathways;

- Potential revision of OPABS and expansion of I–BEST and VESL models that integrate education and training;

- Technical assistance to eligible providers on strategies to achieve negotiated targets on the primary indicators of performance;

- Exploration of a standardized adult education and literacy orientation process with identified learning outcomes; and

- Support for changes required to meet WIOA data collection and reporting requirements. (Page 167)

In the coming year, Oregon Adult Learning Standards trainers will also be able to track how Institute participants are implementing the Learning Standards in their classrooms and at a programmatic level. The State will continue to review evidence of implementation, e.g., course outlines, lesson plans, and classroom observation, as other training opportunities in Learning Standards, data collection and use, English language acquisition, and other topics in order to ensure the quality of professional development. (Page 168)Through the data collection efforts, researchers solicited information from four primary stakeholder groups:

a) potential, actual, or former consumers of VR services located throughout the state;

b) representatives of organizations that provide services to individuals who are potential, actual, or former consumers of VR services;

c) VR staff; and

d) representatives of businesses.

The approach was designed to capture input from a variety of perspectives in order to acquire a sense of the multi-faceted needs of persons with disabilities in the state. Responses to the individual survey reflect the opinions of current and former clients of VR including individuals who had not yet developed a rehabilitation plan, individuals with active rehabilitation plans, and individuals whose cases had been closed. Efforts were made to gather information pertinent to un-served and under-served populations through inquiries with individuals who serve a broad range of persons with

Oregon (OR) WIOA Matrix

disabilities in the state (whether they are affiliated with VR or not). Likewise, the VR staff members that participated in key informant interviews, focus groups and surveys serve individuals with disabilities representing a broad range of backgrounds and experiences. Efforts were made to solicit responses from businesses reflecting the opinions of employers representing a variety of industries. (Page 199)

Promote earlier engagement with Workforce partners for VR clients in the application process ii. Streamline referral and data collection from common referral agencies iii. Work with VR staff to streamline the Individual Plan for Employment process in order to get clients into plan more quickly iv. Use data to determine success rate of specific services and focus on their duplication v. Work with Lean Coordinator to identify opportunities for greater efficiencies in service delivery and policy that can be addressed. (Page 204)

The methods to be used to expand and improve services to individuals with disabilities:

1. Promote earlier engagement with Workforce partners for VR clients in the application process

2. Streamline referral and data collection from common referral agencies

3. Work with VR staff to streamline the Individual Plan for Employment process in order to get clients into plan more quickly

4. Use data to determine success rate of specific services and focus on their duplication

5. Work with LEAN Coordinator to identify opportunities for greater efficiencies in service delivery and policy that can be addressed. (Page 212)

Small Business/Entrepreneurship

No specific disability related information found.

Career Pathways

Overall, the development and expansion of credit–bearing Career Pathways certificates across the 17 community colleges has been a key strategy for enhancing the training and job skills of Oregon's workforce. Currently, the community colleges offer more than 400 Career Pathway certificate programs. These certificates are defined in Oregon statute as being 15 – 44 credit certificates that are completely contained within an Associate of Applied Science degree or one–year certificate. This means a working learner can continue to make progress toward a higher level credential without losing time or money having to take classes that are required in the higher level credential but different from those in the Career Pathway certificate. (Page 32)

AEFLA-funded Adult-Basic-Skills Programs work with employers through connections with their colleges' Career Pathways, Customized Training, Workforce Training, and Occupational Skills Training programs. Another critical partner is VR. The Vocational Rehabilitation program by design contacts the Business and employer community utilizing a client specific approach. VR's approach

LEAD CENTER

ODEP
Office of Disability
Employment Policy

Oregon (OR) WIOA Matrix

of utilizing contracted vendors to job develop for individual clients indicates a different model regarding employer outreach. However, employers also approach the VR offices with Job Opportunities and VR will address a process where these contacts and opportunities can be blended into a Workforce combined business outreach method. (Page 69)

9. Whether the eligible provider's activities are delivered by well-trained instructors, counselors and administrators who meet any minimum qualifications established by the State, where applicable, and who have access to high quality professional development, including through electronic means.

10. Whether the eligible provider coordinates with other available education, training and social service resources in the community, such as by establishing strong links with elementary schools and secondary schools, postsecondary educational institutions, institutions of higher education, local workforce development boards, one-stop centers, job training programs, and social service agencies, business, industry, labor organizations, community-based organizations, nonprofit organizations, and intermediaries in the development of career pathways.

11. Whether the eligible provider's activities offer the flexible schedules and coordination with Federal, State and local support services (such as child care, transportation, mental health services, and career planning) that are necessary to enable individuals, including individuals with disabilities or other special needs, to attend and complete programs. (Page 160)

Employment Networks

Oregon VR initiated a Ticket to Work shared payment agreement pilot with ten community mental health programs that provide evidence–based mental health supported employment services. These mental health agencies are governed by the Oregon Health Authority (OHA) who contracts with the Oregon Supported Employment Center for Excellence (OSECE) to provide annual programs and technical assistance. These agreements allow Oregon VR to be the Employment Network of record with SSA, partner with the mental health agency to provide dual services to an individual. Once the VR case is closed, the mental health agency continues to support the individual until the support is no longer needed. If the individual works and reaches the SSA TTW wage thresholds, Oregon VR receives TTW payments which in turn are split with the mental health agencies. This pilot evolved into a project that has strengthened the relationship between VR and these participating agencies by providing additional TTW dollars for additional program funding. As of July 2015 we have sixteen agreements in place. (Page 186)

* 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