**Pennsylvania (PA) WIOA Matrix**

**Employment First State Mentoring Program (EFSLMP)**

“Employment First” will be the policy of all commonwealth executive branch agencies under the jurisdiction of the governor in serving persons with disabilities. This policy reflects Governor Wolf’s goal of making the commonwealth a model state in supporting people with disabilities in the workplace. Employment First requires that competitive, integrated employment is the first consideration and preferred outcome of publicly-funded services for all working-age Pennsylvanians with a disability. Career, training, and support services will be used, as necessary, to support the placement of individuals with disabilities into competitive, integrated employment. (Page 29) Title I

The Secretaries of PDE, DHS and L&I, along with other commonwealth agencies and executive office officials, created a written plan that implements Employment First as the policy of all commonwealth executive branch agencies; aligns funding, policy, and practice toward an emphasis on competitive, integrated employment; prioritizes competitive, integrated employment as the first consideration and preferred outcome of all publicly-funded services for all Pennsylvanians with a disability; and creates the conditions that lead to a material increase in the number of Pennsylvanians with a disability who are employed in a competitive, integrated job. (Page 44) Title I

OVR is represented on the PA Developmental Disabilities Council, the Governor’s Special Education Advisory Panel and the Employment First State Leadership Mentoring Project, all of which are comprised of representatives from partnering agencies. (Page 156) Title IV

As a key member of the PA Employment First State Leadership Mentoring Project currently sponsored by a grant administered by the Office of Disability Employment Policy, OVR will partner with agencies within the Department of Human Services to ensure that the employment needs of individuals with disabilities are met, that cost services are comprehensive, effective, innovative and not duplicative, and that every individual with a disability who wants to work to achieve self—support will be given the opportunity to do so. The Departments of Labor & Industry, Education, Human Services, Transportation and Health, under the leadership of OVR, will execute and commit to coordinating the interagency agreement and collaboration required to secure and maintain community integrated employment for youth and adults with disabilities. Elements of the inter—departmental and interagency agreement shall fully address:

1. interdepartmental eligibility and enrollment processes;
2. data collection, sharing and reporting;
3. service coordination, resource leveraging and braiding of funding; and
4. quality assurance and improvement resulting in the collective accountability and performance

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measurement needed to substantially increase the numbers of Pennsylvanians in competitive integrated employment. (Page 176-177) Title I

Beginning in 2016, OVR led interagency training efforts through Experience the Employment Connection (EEC): Possibilities in Action. Continuing in 2017, EEC is a joint training initiative between the Office of Vocational Rehabilitation (OVR), the Office Developmental Programs (ODP), the Office of Mental Health and Substance Abuse (OMHSAS), and the Department of Education’s Bureau of Special Education. Driven by the Governor's Executive Order on Employment First, EEC’s goal is to increase competitive, integrated employment for Pennsylvanians with disabilities by connecting professionals across systems. Participants learn about staff roles, policies, procedures, funding requirements, emerging practices. (Page 188) Title I

3. Investigate and evaluate effective strategies and protocols for building more effective partnerships with other non-VR organizations* to improve cross-agency collaboration and service delivery by:

a. Researching best practices, strategies and protocols of other states’ VR programs and relevant national organizations to support the agency’s development and modifications of Memorandum of Understanding;

b. Examining and evaluating current cross-agency collaboration and service delivery of OVR and other Pennsylvania non-VR organizations, particularly as it reinforces building effective partnerships of support of the Governor’s Employment First Initiative; c. Examining and evaluating OVR’s current informational materials, website and social media protocol and make recommendations to enhance the agency’s informational campaign to all OVR’s customers. * PA Department of Education (PDE), Office of Developmental Programs (ODP), Office of Mental Health and Substance Abuse Services (OMHSAS), community rehabilitation programs (CRP), etc. (Page 192) Title I

Executive Order 2016-03, Establishing “Employment First” Policy and Increasing Competitive Integrated Employment for Pennsylvanians with a Disability, signed into order on March 10, 2016 by Governor Tom Wolf has created policies and procedures for Pennsylvania to become an “Employment First’ commonwealth as a model state with a climate and culture of competitive integrated employment for individuals with disabilities. The executive order outlines the following major policy changes:

1. “Employment First” is the policy of all Commonwealth executive branch agencies under the jurisdiction of the Governor. This policy reflects the Commonwealth’s goal of making the Commonwealth of Pennsylvania a model state when it comes to creating a climate hospitable to workers with a disability.

a. The definition of Employment First is that competitive integrated employment is the first consideration and preferred outcome of publicly-funded education, training, employment and related services, and long-term supports and services for working-age Pennsylvanians with a
disability, as “disability” is defined in each agency’s governing statutes and rules.

b. The definition of competitive integrated employment for purposes of this Executive Order is the definition contained in the WIOA, which is work performed on a full or part-time basis (including self-employment) for which a person is: (1) Compensated at not less than federal minimum wage requirements or State or local minimum wage law (whichever is higher) and not less than the customary rate paid by the employer for the same or similar work performed by people without a disability; (2) At a location where the employee interacts with people without a disability (not including supervisory personnel or people who are providing services to such employee); and (3) Presented, as appropriate, opportunities for similar benefits and advancement like those for other employees without a disability and who have similar positions. (Page 199-200) Title IV

3. The Secretaries of the Departments of Education, Human Services and Labor and Industry, working with other Commonwealth agencies or executive office officials as appropriate, will develop a written plan to address the implementation of the following goals:

a. Implement Employment First as the policy of all Commonwealth executive branch agencies; (Page 200) Title I

With a successful first year as a foundation, Experience the Employment Connection (EEC): Possibilities in Action is returning for a second year! EEC is a joint training initiative between OVR, the Office Developmental Programs (ODP), the Office of Mental Health and Substance Abuse (OMHSAS), and the Department of Education’s Bureau of Special Education (BSE). This year the EEC Steering Committee have put together a program that is bigger, better and even more engaging. 15 full-day regional training sessions are planned for Fall 2017 with dates and locations determined by Suasion, an external conference planner and facilitator determined by bid award for this initiative. Focus topic being considered is around the Governor’s Employment First Legislation. (Page 216) Title I

5) Maintain and strengthen specific working relationships between Department of Human Services (DHS), Department of Education (PDE) and OVR on transition—related issues, including reviewing and updating transition policies.

OVR continued to collaborate with its partners in DHS and PDE on a number of interagency initiatives. OVR continued to be represented on the Pennsylvania Developmental Disabilities Council and the Pennsylvania Special Education Advisory Panel. OVR continued to co—lead the PA Community of Practice on Transition with the Bureau of Special Education on which representatives from all MOU partners serve. OVR also worked with partners in the Office of Developmental Programs (ODP) Employment First State Leadership Mentoring Project in order to promote employment for youth with disabilities across all public agencies. (Page 221-222) Title I

Customized Employment

In addition, OVR is conducting outreach to local education agencies in order to educate them
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about the proposed regulations regarding the use of subminimum wage and OVR efforts that focus on:

1. Presenting information at transition coordinating council meetings, special education administrators’ meetings, statewide webinars with PaTTAN, and at the Special Education Advisory Panel meetings.

2. Developing alternate service delivery models for individuals with significant disabilities who may have traditionally entered into subminimum wage employment.

3. Developing innovative and collaborative programs and services such as Discovery and Customized Employment as well as funding for Comprehensive Transition Programs that will help divert individuals away from subminimum wage employment.

4. Revising the Supported Employment policy to ensure that these particular services truly meet the needs of the population it was intended to serve and to increase job stability and longevity in a competitive integrated environment. (Page 212) Title IV

OVR will continue to develop and expand innovative service delivery models such as Discovery, Customized Employment, Project SEARCH and Project PAS to ensure that students with disabilities are able to successfully transition from school to postsecondary life. (Page 213) Title IV

In response to WIOA, OVR is planning to pilot customized employment (CE) scenarios that involve the use of supported employment (SE) services. This would be an improvement to community rehabilitation programs as providers would be required to be certified in order to provide CE services. This blend of CE and SE is intended to improve employment outcomes for individuals with the most significant disabilities (MSD). The OVR SE policy is in the process of revision to reflect the new WIOA regulations. We hope to improve community rehabilitation program (CRP) outcomes for those with the MSD by increasing communication among partners and providing supports for as long as needed and required. (Page 213) Title IV

OVR reviews the performance standards and indicators monthly. As an agency we constantly strive to meet or exceed the standards and indicators through training, policy development, and the addition or creation of new and innovative programs that will benefit our customers. We are also going through an extensive CSNA that will help guide us regarding service provision and to address system gaps to ensure that as many positive outcomes are achieved as possible. We are also exploring services such as customized employment and implementing interagency agreements that will assist with federal match generation to serve additional customers. OVR will continue to monitor the standards and indicators and incorporate stakeholder input into our program to ensure a cycle of constant reflection and program improvement. (Page 214) Title IV

The inclusion of customized employment services as a tool used alongside SE services can allow more intensive services to be offered for individuals with disabilities who are seeking competitive, community—integrated employment and historically may not have been able to benefit from VR services. Additionally, the OVR SE policy is under review both to address these
### Pennsylvania (PA) WIOA Matrix

issues and to align with new WIOA provisions. (Page 218) Title IV

The use of SE for customized employment (CE) cases is being piloted in 2015 to expand the breadth of SE services OVR offers. The use of CE in addition to SE will allow OVR to assist individuals who require very intensive services but are interested in and working towards competitive community integrated employment. OVR District Offices continue to work with other key state and private agencies, such as OHMSA), ODP, OLTL and PDE. In addition, OVR partners with private community service CRPs to expand and develop all types of community—integrated competitive employment as defined by the individual needs of customers. (Page 227) Title IV

### Braiding/Blending Resources

The goals of the Greene County program are: • During fiscal years 2014—2016 this pilot project will serve approximately 20 unduplicated OVR eligible and IDD waiver program eligible youth through this interagency agreement. • As a result of the services provided through this agreement, it is expected that OVR will successfully place and vocationally rehabilitate approximately 54 percent of those individuals served.

For the Greene County Agreement, OVR will provide 78.7 percent of the funding (Federal—VR funding) and GCHS and IU 1 will each provide 10.65 percent of the funding, transferring to OVR 21.3 percent of the total (Local/State match) funding.

Statewide replication of this program will provide OVR with opportunities to braid funding to serve OVR eligible youth with disabilities and to collaborate with the Departments of Education and Human Services more effectively. (Page 164) Title I

### DEI/Disability Resource Coordinators

The PA Link to Aging and Disability Resources (PA Link) is a resource for elderly Pennsylvanians and adults with disabilities. The PA Link, through its collaborative network of partners including state and local public and private agencies improves access to information and provides referrals to long term living supports and services. Examples of services accessible through the PA Link network include assisted living and nursing home services, vocational rehabilitation services, and transportation services. (Page 46) Title IV

The PA Link to Aging and Disability Resources (PA Link) is a focal point for Pennsylvania residents seeking information and referrals for services to the elderly and adults with disabilities. The PA Link, through its collaborative network of partners including state and local, public and private agencies, improves access to information and linkages to long term living supports and services. Private and public entities and programs providing services to older individuals such as assisted living, nursing home, vocational rehabilitation, and transportation and providers serving persons with disabilities are just a few of the agencies that comprise the Link. Many SCSEP providers are members of the Link which will serve them well in learning about the myriad of local services available that can help SCSEP participants in general. (Page 346-347) Title IV
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Financial Literacy/Economic Advancement

In addition to WIOA’s emphasis on out of school youth (OSY), the new legislation revises the delivery of youth services through the addition of new programmatic elements. WIOA added five new program elements to ones originally outlined under WIA, including: financial literacy education; entrepreneurial skills training; the provision of labor market and employment information about in-demand industry sectors or occupations available in a local area; activities that help youth prepare for and transition to post-secondary education and training; and education offered concurrently with and in the same context as workforce preparation activities and training for a special occupation or occupational cluster. (Page 114) Title I

School to Work Transition

OVR entered into an Interagency Agreement with Berks Career and Technology Center (BCTC) effective 10/1/14 to provide school— to—work transition services to OVR eligible youth with disabilities who are enrolled in approved training programs at the BCTC and attend one of 16 public school districts within Berks County.

The interagency agreement, named “Work Partners,” provides for joint funding (including salary & benefits) of two positions which did not previously exist at BCTC:

• School— to—Work Coordinator (Professional) • Job Trainer (Paraprofessional)

Services to be provided through this interagency agreement are career and technical education instruction, work— based experiences, job development, placement and follow— up and job coaching.

The goals of the Work Partners Interagency Agreement are:

• To serve 50—65 OVR eligible youth with disabilities during FFY 2015, 2016 and 2017 • To achieve greater than 50 percent successful competitive, community— integrated job placements among those served • To increase the number of students served in the Service Occupations Cluster

The Interagency Agreement was approved by the Berks CTC Board of Directors on May 28, 2014 and signed by the school’s authorized representative. Berks CTC provides 21.3 percent of project funding which serves as local/state match. OVR provides the remaining 78.7 percent from federal VR funds.

OVR is optimistic that this program has the potential for statewide replication. Pennsylvania has 67 counties, 15 OVR District Offices, and 85 Career & Technology Centers. (Page 163) Title I
A second interagency agreement was developed with Greene County Human Services (GCHS), Intermediate Unit 1 (IU1) and OVR to provide school—to—work transition services for OVR eligible youth with intellectual disabilities enrolled in local education agencies within Greene County.

OVR, GCHS, and IU 1 will jointly provide funding in the amount of $60,000 per year for a two (2) year period to be used exclusively for the operation, and administration of the “School—to—Work” services for OVR eligible youth with intellectual disabilities who are enrolled in local education agencies throughout Greene County.

Services to be provided through this interagency agreement are work—based educational experiences, on—the—job support though a job coach, independent living skills development and community involvement all oriented toward competitive, community—integrated employment. (Page 164) Title I

The Project SEARCH High School Transition Program is a unique, business led, one-year school-to-work program that takes place entirely at the workplace. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations. Project SEARCH began in Pennsylvania through an RSA grant and 10 sites were started over the five year grant program. Currently OVR has 14 student sites and 3 young adult sites. In September 2017, two additional sites will open, Glaxo Smith Kline in Collegeville, PA and UPMC Jameson in Lawrence County (I&E project). In 2018, OVR will add new sites at Wayne Memorial Hospital, Penn State Physician’s Group (Reading), and Mercyhurst University (Autism Curriculum). Glaxo Smith Kline and Kalihari Resorts have already indicated their wish to replicate and this will add an additional site to Philadelphia and Pocono Summit, respectively in the 2018-2019 school year. Additionally, OVR will have two sites dedicated to serving those on the autism spectrum (Drexel University and Mercyhurst University).

Project SEARCH statistics kept by the Cincinnati Hospital indicate that as of the close of the 2015-2016 school year, OVR had served 529 students. We have a 91.1% completion rate and an 80% placement rate. The placement rate is determined at the end of the Project SEARCH yearly program. It does not reflect those students who were placed after they had completed the Project SEARCH program. (Page 168) Title I
OVR continues to collaborate with its agency partners on the Pennsylvania Statewide Leadership Team (PA SLT) which evolved as the result of the IDEA Memorandum of Understanding implemented in 1999 and addended in 2006 and 2010. The PA SLT has recommended that the IDEA Memorandum of Understanding be revised to incorporate changes in Transition Services regulated by WIOA and the Rehabilitation Act of 1973 as amended. OVR representatives meet regularly with representatives from the Pennsylvania Department of Education’s Bureau of Special Education and Bureau of Career & Technology Education to review policies, procedures, initiatives, and projects to ensure that eligible students with disabilities who are still enrolled in secondary education and youth with disabilities who are no longer engaged in secondary education are receiving the vocational rehabilitation services that they need to successfully transition from school to work and independence. (Page 169) Title I

Various initiatives are being developed and several are underway to implement “pre-employment transition services” to increase interagency collaboration, to create and implement new interagency agreements and to update Memoranda of Understanding pertaining to transition from school to work and adult services. Summer work experiences, work place readiness training to develop social skills and independent living, and other work based learning experiences have been implemented and will continue to expand as the population of high school students we serve increases. Technical assistance, agency cross-training and resource sharing continue to assist LEAs in planning for the transition of students with disabilities from school to post-school activities. (Page 170) Title I

OVR will continue to develop the activities performed by Early Reach Coordinators to reach students with disabilities and their families earlier in the transition process (age 14—16). The Early Reach Initiative will be expanded in designated District Offices throughout the commonwealth due to increased demand. OVR will continue to explore opportunities to enter into Interagency Agreements and local Letters of Understanding to develop, expand and deliver pre—employment transition services and to update our statewide MOU to ensure that pre—employment transition services and general “School to Work” Transition services are delivered in an effective and consistent manner. (Page 213) Title IV

OVR continued to work through the Community of Practice State Leadership Team (SLT) on Transition to provide trainings on OVR services and procedures to all of our partner agencies. This was done through SLT sponsored webinars, the Statewide Transition Conference and monthly SLT meetings when OVR provided updates to the members on activities, programs and new initiatives within OVR. Local District Office staff participated in School to Work Transition Council meetings and provided guidance to families, advocates, educators and youth. OVR staff also regularly provided informational trainings to county and regional service providers to keep
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them updated and aware of OVR’s mission. The Early Reach Coordinators continued to reach out to schools and provide information to educational staff, families, and students about OVR services. Through our participation in the annual Statewide Transition Conference, OVR developed sessions which were presented to all attendees on OVR programs and policies. (Page 220) Title IV

Career Pathways

Coordinated service delivery is also achieved through the development of career pathways as described in Goal 1. Career pathway development will be led by Local Workforce Development Boards in partnership with employers, multi-employer workforce partnerships, secondary and postsecondary education providers, Title I, Adult Basic Education providers, vocational rehabilitation program providers, and other combined plan partner programs capable of providing supportive services, such as TANF. (Page 20-21) Title I

OVR has entered into a MOU with the Bureau of Juvenile Justice Systems (BJJS), in collaboration with the Pennsylvania Academic, Career and Technical Training (PACTT) affiliates, that leveraged state and federal funding. These funds are targeted to provide a wide range of services such as the creation of summer programming, increased PETS, and paid work experiences to promote career pathways in an underserved population of students/youth with most significant disabilities who are involved with juvenile court. (Page 208) Title I

Apprenticeship

Next Generation Sector Partnerships will be used to address not only other common workforce challenges identified by employers (finding qualified entry-level workers, recruitment of low-income individuals and workers from other targeted groups, including veterans and individuals with disabilities, and the re-employment of Dislocated Workers within an industry sector) but other shared competitiveness needs of an industry. Pennsylvania will also place additional emphasis on establishing new and expanding existing Registered Apprenticeship programs and pre-apprenticeship standards as a means of addressing employer talent needs. The recently established state Apprenticeship and Training Office (ATO) will work closely with Combined State Plan core and partner programs to promote and support pre-apprenticeship and Registered Apprenticeship programs as part of relevant career pathway models. (Page 21) Title I

Work Incentives and Benefits

“Recipients of public assistance” includes individuals who receive, or in the past six months have received, or are a member of a family that is receiving or in the past six months has received, assistance through one or more of the following:

• Supplemental Nutrition Assistance Program (SNAP);

• Temporary Assistance for Needy Families (TANF) program;

• Supplemental Security Income (SSI) program; or
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• State or local income-based public assistance (Page 105) Title I

OVR ensures that personnel have a 21st-century understanding of the evolving labor force and the needs of individuals with disabilities through staff training, professional development and continuing education on labor market information and trends, as well as, training on assessment, rehabilitation technology, Social Security work incentive programs, including programs under the Ticket to Work and Work Incentives Improvement Act of 1999, training to facilitate informed choice under this program, and training to improve provision of services to culturally diverse populations. Training jointly developed between OVR and the PA Department of Labor & Industry’s Center for Workforce Information and Analysis (CWIA) equip field staff with the knowledge to blend existing information about labor market trends with customer abilities, limitations and interests to develop appropriate job goals, with the hope of increasing successful long-term placements. (Page 186) Title I

In Pennsylvania, three major sources of extended service funding are available to ensure availability to customers who require long term support such as those who receive services from ODP and OLTL. OVR also has a limited amount of funds for customers who do not have other sources of long—term funding. These funds are the VR state SE funding. They are intended for customers who need extended services and who have no other source for extended services after the intensive supports are faded from the employment situation.

Actual funding available from ODP and OLTL varies from county to county depending upon each county’s situation. Other resources sought for extended service funding are natural supports, SSA work incentives, private foundations, etc. (Page 228) Title I

Employer/Business

During the next two years OVR Business Services will continue to build employer engagement capacity through: 1. Annual training for all combined bureau and the Commonwealth Technical Institute (CTI) at the Hiram G. Andrews Center (HGAC) business services staff on best practices and the common measures of joint Workforce (WF), OVR, and Title II Adult Education performance indicators. 2. Implement the use of a collaborative WF, OVR CWDS/Job Gateway business design tool to communicate and document cross system business contacts, services and collaboration in supplying qualified pre-screened talent, on-boarding supports, accessibility consultation and disability etiquette information and training. 3. Refinement of data collection on key measures of WIOA Indicator six performance measures of: a. Repeat Business Customers (percentage of repeat employers using services within the previous three years). b. Employer Penetration Rate (percentage of employers using services out of all employers in the State). (Page 175-176) Title I

OVR is committed to offering a plan for a comprehensive system of staff development and training. The goal is to ensure staff development for OVR personnel in areas essential to the effective management of OVR’s program of VR services. OVR will continue to provide for the training and development of personnel necessary to improve their ability to provide VR services leading to employment outcomes for individuals with disabilities, especially those with the most
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The goal of Part 2, Increasing Work-Based Learning Experiences for Students with Disabilities through Employer Engagement, was to prepare staff to engage in an informed, open dialogue with an employer to reach individualized solutions for hiring minors in order to increase paid work-based learning experiences for high school students with disabilities. (Page 188) Title I

Going forward, Pennsylvania will invest in sectoral workforce intermediaries that:

• Can serve as general-purpose employer-engagement partners for programs dealing with all workforce groups, including high-school and out-of-school youth, college students, dislocated and other unemployed workers, veterans, low-income workers, TANF recipients, persons with disabilities, and ex-offenders re-entering the workforce, as well as incumbent workers who are not included in any of these categories.

• Are well- and sustainably funded by a mix of private and public funds.

• Are effectively run, with a large and demonstrable impact on outcomes for employers, for individuals receiving services, and for all Pennsylvanians because they increase productivity, competitiveness, and the number of jobs that pay. (Page 382) Title IV

Data Collection

In accordance with WIOA Section 506(b), the performance accountability system requirements of WIOA Section 116 took effect July 1, 2016. At that time, VR agencies were expected to begin the process of implementing the final RSA-911-16 data collection. The U.S. Department of Education exercised its transition authority under WIOA Section 503 to ensure the orderly transition from the requirements under the Act, as amended by the Workforce Investment Act of 1998, to the requirements of WIOA. The primary indicators of performance are calculated on a PY basis (i.e., July 1-June 30). Because the VR program’s FFY (i.e., October 1-September 30) spans two different PYs by an overlap of one quarter (July 1-September 30) and, therefore, many participants are served by the VR program for more than one PY, the data must be reported on a quarterly basis to ensure the required data are available for the entire PY. In so doing, the VR program can ensure compliance with the performance accountability requirements of WIOA Section 116 and data comparability with the other core programs. OVR will begin collecting Common Performance Measure data on July 1, 2017, and the first quarterly reports containing Common Performance Measure data and other 911 client data are due November 15, 2017. In addition to the quarterly reports, OVR will submit the Statewide and Local Performance Report.
OVR continues to review existing policies and procedures to determine what additional updates will be necessary to ensure compliance with the final regulations. OVR’s Systems and Evaluation Unit have been diligently updating our CWDS case management system to account for all the new federal reporting requirements. Over the next 8 months there are four new system releases that will address Pre-Employment Transition Services (PETS), Section 511 Tracking, RSA 911 reporting, as well as, other system upgrades and enhancements. The June 2017 release of CWDS included a revamp of the application and eligibility process that include necessary data tracking elements for RSA 911 reporting for the new reporting cycle that started 7/1/2017. Ongoing development and design of future CWDS enhancements remains a significant undertaking for the agency that requires system testing, multiple staff trainings, and the creation of reference materials and forms. (Page 167) Title I

OVR has about 130 provider agreements for PETS and about 30 Innovation and Expansion Projects related to PETS delivery. All PETS provider agreements require providers to enter the student information that is required by the RSA 911. They also indicate the total number of days and hours at the student attended PETS so that OVR can provide accurate payment for services.

OVR completes quarterly monitoring with its contractors as well. (Page 167-168) Title I

To align the Vocational Rehabilitation (VR) program (which operates on a Federal fiscal year (FFY) basis) with the other five WIOA core programs (which operate on a program year (PY) basis) to the extent practicable, VR agencies must report participant data in a manner consistent with the jointly-administered requirements set forth in the final joint WIOA regulations and the WIOA Common Performance Reporting Information Collection Request (ICR).

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annually with their WIOA Core Partners. (Page 68) Title I

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<td>annually with their WIOA Core Partners. (Page 68) Title I</td>
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Section 511 of the Workforce Innovation and Opportunity Act (WIOA), which amends the Rehabilitation Act of 1973, added new requirements that place limitations on the payment of subminimum wages by entities holding special wage certificates under Section 14(c) of the Fair Labor Standards Act. The provisions of Section 511 went into effect two years after the enactment of the statute on July 22, 2016. As a direct result of WIOA, certain criteria must now be satisfied before an employer hires individuals with disabilities who are age 24 or younger (youths) at subminimum wage or continues to employ individuals with disabilities of any age at the subminimum wage level. The purpose of Section 511 is to ensure that individuals with disabilities have access to information and services that will enable them to achieve competitive integrated employment. Section 511 includes requirements for State VR agencies, subminimum wage employers and local and/or State educational agencies, including specific requirements for youth prior to their participation in subminimum wage employment.

During the first year of employment at subminimum wage, the individual with a disability must receive career counseling and information and referrals that facilitate independent decision-making and possible pursuit of other employment choices every six months. Additionally, the individual must also be informed of self-advocacy and peer mentoring training opportunities. After the first year, such counseling and information and referral services must be provided at least annually. OVR’s Section 511 Career Information and Referral Sessions focus on: reassuring individuals that they do not need to make any changes; promoting informed choice and independent decision making about competitive integrated employment; increasing awareness of OVR Services; and providing information about other agencies that can help.

Since December 2016, OVR’s successful implementation of Section 511 has been conducted by providing the Career Information and Referral Sessions to all persons engaged in subminimum wage employment in PA. In addition, clerical support tracks 511 data and issues letters of attendance documentation to the participants. To date, over 160 facilities have been visited and 990 Career Information & Referral Sessions have been delivered to more than 9,950 participants.

As a result of Section 511 in the re—authorization of the Rehabilitation Act in WIOA, OVR will be required to evaluate an individual with a disability who is age 24 or younger prior to them entering sub—minimum wage work. This will ensure this group of underserved youth has full opportunities to enter community integrated competitive employment.

Neither a local educational agency, as defined in § 397.5(b)(1), nor a State educational agency, as defined in § 397.5(b)(2), may enter into a contract or other arrangement with an entity, as defined in § 397.5(d), for the purpose of operating a program under which a youth with a disability is engaged in subminimum wage employment. OVR is developing standard procedures to meet the requirements of this section that state that no entity may compensate an individual with a disability who is age 24 or younger at a wage referred to as subminimum wage until the individual has received pre—employment transition services and has applied for vocational rehabilitation services. For individuals who are already in the subminimum wage setting as of
Equal Opportunity and Nondiscrimination: Section 188

The commonwealth issued Workforce System Policy No. 04-2015 detailing initial implementation of eligible training provider provisions of WIOA. The policy outlines the requirements for becoming and remaining an eligible training provider in accordance with federal law and regulations. Guidelines may be revised at a later time to ensure that eligible training providers and programs are aligned with career pathways once they are established.

New providers and programs seeking initial eligibility must, in general: have been in operation at least 12 months; provide program information; assure compliance with nondiscrimination, equal opportunity, and ADA; demonstrate effectiveness; and agree to collect and provide performance data. In order to maintain eligibility a provider or program must meet the minimum established performance criteria. Full details regarding initial and continued eligibility requirements can be found in the policy. (Page 55; Page 103) Title I

The commonwealth’s Methods of Administration (MOA) document provides written assurance that the state complies with all nondiscrimination and equal opportunity requirements provided for in federal and state law and regulations. The MOA describes the actions and policies the state takes to ensure compliance. The Office of Equal Opportunity within L&I is responsible for implementing and monitoring compliance with nondiscrimination and equal opportunity provisions of WIOA, the Americans with Disabilities Act (ADA), and other relevant laws and regulations. (Page 82) Title I

In collaboration with one or more Centers for Independent Living (CILs) and the Office of Deaf and Hard of Hearing, the commonwealth will evaluate the physical accessibility and information technology accessibility of all PA CareerLink® centers and services to ensure that Pennsylvanians with a disability are able to fully avail themselves of PA CareerLink® services. (Page 83) Title I

Goal 1: Increase Employment Opportunities for Individuals with Disabilities

1. Expand the availability of apprenticeships, internships and on the job training (OJT) for individuals with disabilities.

2. Partner with the Bureau of Workforce Partnership and Operations (BWPO) to ensure programmatic and physical accessibility of the PA CareerLink® centers for equal access for individuals with disabilities.

3. Create and expand interagency agreements between OVR and local Career and Technology Centers and other community-based organizations. (Page 203) Title IV

b. Partner with the Bureau of Workforce Partnership and Operations (BWPO) to ensure programmatic and physical accessibility of the PA CareerLink® for equal access for people with disabilities.
Pennsylvania (PA) WIOA Matrix

• In 2016 OVR training for all combined bureau District Office Business Service Teams on the Cornell University ADA Leadership Training and provided hands-on training to offer accessibility training through use of the accessibility tool kits, that were developed by Misericordia University in Scranton. As a result of this training and outreach there have been increased requests for training from different Career Link Offices. (Page 215) Title IV

Vets

When a customer appears for PA CareerLink® services, the receptionist determines if the customer is a veteran and eligible for priority of service. If the customer self-discloses veteran status, the receptionist provides the veteran customer with an intake form. This form allows the veteran customer to disclose whether he/she possesses significant barriers to employment, including lacking a high school diploma, transitional service member, or otherwise qualifies to receive intensive case management services from a Disabled Veterans Outreach Program (DVOP) Specialist, if present.

Upon determining that a veteran qualifies for intensive case management services from a DVOP Specialist based upon self-disclosed veteran status and the completed intake form, the receptionist immediately refers the veteran to the DVOP Specialist, if available. If the DVOP Specialist cannot see the veteran immediately, the receptionist gives the veteran the choice of making an appointment with the DVOP Specialist or exercising priority of service. (Page 81) Title I

Local OVR Veterans’ Counselors and Coordinators continue to work collaboratively with the Local Veterans Employment Representatives (LVER) and Disabled Veterans Outreach Program Specialists (DVOPS) within the PA CareerLink® system to coordinate services for veterans with disabilities. OVR regularly participates in the PA CARES Consortium with other agency partners including BWPO and the VA Vocational Rehabilitation & Education (VA—VRE) Program to ensure access to services to all veterans through information and referral services. In addition, OVR has sponsored employees in Forensic Training related to Veterans with mental health, traumatic brain injury and/or substance abuse issues. (Page 214) Title IV

All individuals, including veterans, who enter the PA CareerLink® first see an intake person. This person conducts an assessment and determines if the veterans and other eligible persons qualify to see the Disabled Veterans Outreach Program (DVOP) Specialist. The DVOP assists veterans with significant barriers to employment such as long-term unemployment, previous incarceration, and low-income status. If the veteran lacks a significant barrier to employment and does not otherwise qualify to see the DVOP Specialist, then the veteran will immediately be sent to the first staff member, other than the Local Veterans Employment Representative (LVER), for assistance. DVOP Specialists also may see veterans age 18 to 24, transitional service members and veteran populations designated by the U.S. Secretary of Labor. (Page 328) Title IV
DVOP Specialists provide intensive services to veterans with disabilities, other eligible veterans, and other eligible persons as defined by 38 U.S.C. § 4103A; Veterans’ Program Letter (VPL) No. 03-14; VPL No. 03-14, Change 1; VPL No. 03-14, Change 2; VPL No. 04-14; and VPL No. 08-14. The DVOP Specialists provide and facilitate a full range of employment, training, and placement services furnished to veterans who possess significant barriers to employment.

DVOP Specialists evaluate veterans’ needs, knowledge, skills, and abilities; provide career guidance through vocational guidance or referrals to counseling; aid veterans in developing and documenting an individualized employment plan (IEP); and review and update the IEP during the active case management process. DVOP specialists coordinate supportive services with applicable providers, deliver technical assistance to community-based organizations for employment and training services to veterans, and assist PA CareerLink® partners in providing services to veterans on a priority basis.

LVERs conduct face-to-face contact with employers, plan, and participate in job and career fairs, and conduct job development with employers. LVERs facilitate employment, training, and placement services furnished to veterans, promote the benefits of employing veterans, and facilitate employer training. LVERs work with other partners and workforce development providers to communicate employer outreach and job openings.

LVERs facilitate the provision of services to veterans by working with employers to ascertain the jobs that employers need to fill. LVERs share this information with the PA CareerLink® center. Other PA CareerLink® staff members, in turn, make veterans aware of employment opportunities. LVERs also facilitate the provision of services to veterans by providing employers with resumes and information about veterans who seek employment. In this manner, employers have a pool of veteran job candidates for existing and future vacancies. LVERs play an important role in educating all PA CareerLink® partner staff with current employment initiatives and programs for veterans. (Page 328-329) Title I

Service delivery occurs through a seamless integrated delivery system called PA CareerLink®. Cross-trained, responsive customer service teams conveniently located in Pennsylvania communities provide effective services. Veterans receive priority in all employment and training programs. Priority of service is the responsibility of all PA CareerLink® staff and partner staff.

DVOP Specialists work with PA CareerLink® partners on a common strategy for identifying veterans who self-register by having the PA CareerLink® managers pull a list of veterans who self-identify. The PA CareerLink® manager invites the self-identified veteran to come to the PA CareerLink® center for services. Veterans who possess a significant barrier to employment receive a referral to the DVOP Specialist. This allows DVOP Specialists to supplement the work that already occurs at the PA CareerLink® center. A needs-based approach consists of screening for disadvantaged veterans, veterans who possess significant barriers to employment, and veterans most in need of intensive labor exchange services. PA CareerLink® centers conduct
Pennsylvania (PA) WIOA Matrix

staff meetings, training sessions, and workshops on a periodic basis to keep all partners apprised of program updates, changes, revisions, accomplishments, and recommendations.

LVERs work with the PA CareerLink® Business Service Team in promoting veterans to employers. LVERs are key members of Business Service Teams as they provide information on current employer job openings, assist employers looking to hire veterans, and actively promote job-ready veterans to employers. (Page. 329-330) Title IV

Pennsylvania serves all veterans. Every PA CareerLink® staff member and partner staff member assists veterans. DVOP Specialists, however, only serve a subset of all veterans. DVOP Specialists assist special disabled veterans, other veterans with disabilities, veterans with significant barriers to employment, veterans age 18-24, transitional service members and veteran populations designated by the U.S. Secretary of Labor. LVERs indirectly serve veterans by principally working with employers. (Page 330) Title IV

When job seekers enter a PA CareerLink® center, the receptionist asks jobseekers if they are a veteran or the eligible spouse of a veteran. If an affirmative answer is provided, then the veteran or eligible spouse receives a registration form that differs in color from the non-veteran customer. The veteran or eligible spouse also receives a handout describing priority of service. The veteran or eligible spouse is referred to the next available staff member for service. If the staff member’s assessment finds that the veteran possesses a significant barrier to employment, then the veteran is immediately referred to a DVOP Specialist. If the PA CareerLink® center lacks a DVOP Specialist, or the DVOP Specialist is unavailable, then the veteran sees the next available staff member, although the staff member cannot be a LVER. Veterans and eligible spouses receive priority of service in all functions and entities at the PA CareerLink® center. After a PA CareerLink® staff member determines that a veteran meets the criteria for a specific program, the veteran is automatically afforded priority of service.

VA Vocational Rehabilitation & Employment (VA VR&E) Chapter 31 participants receive referrals to the nearest DVOP Specialist within 48 hours of receiving notification from the Intensive Services Coordinator (ISC) at the VA VR&E office. If there is no DVOP Specialist with a reasonable commute, the veteran sees the closest PA CareerLink® Program Supervisor for assessment and case management. (Page 330-331) Title IV

All PA CareerLink® DVOP Specialists and one-stop delivery system staff provide job and job training individualized career services, as well as job-driven training and subsequent placement services through referrals to PA CareerLink® partner entities. The DVOP Specialist or PA CareerLink® staff member and the veteran mutually decide upon the individualized career services that the veteran will receive during meetings and case management sessions. Completion of those services as captured in and reported from CWDS along with job or training
Pennsylvania (PA) WIOA Matrix

**Mental Health**

Students with disabilities and youth with disabilities may be eligible, but may not be otherwise entitled under State and Federal law, to other services, including but not limited to mental health and intellectual disabilities services, vocational rehabilitation services, employment and training services, drug and alcohol services and other health related services.

LEAs are responsible for the provision of necessary goods and services for students with disabilities to access “a free and appropriate public education” to include the provision of transition services that promote movement from school to post—school activities as outlined in the IEP. Students with disabilities who may not be entitled to special education services under the Individuals with Disabilities Education Act (IDEA), as amended, are entitled to related aids and services under Section 504 of the Rehabilitation Act, as amended. LEAs are also responsible, under the Americans with Disabilities Act (ADA), to ensure that their facilities, resources and technology are accessible to the public. (Page 171) Title I

OVR SE services include transitional employment through the Clubhouse model for persons with significant mental health disabilities. Also, SE services have been provided on a broader basis since the late 1990’s to persons who are deaf via contracting with SE CRPs fluent in American Sign Language. (Page 227) Title I

Pennsylvania has established local mechanisms through which funding for intensive training and extended services is available for all eligible populations. Populations receiving SE includes individuals with developmental disabilities, mental health issues, physical disabilities, blindness, deafness, autism and traumatic brain injury, among many other needs. SE services are also available within the special education, mental health and developmental disability systems. OVR is actively engaged in collaborative relationships with those systems to ensure the provision of effective services, to reduce duplication of efforts, to share resources, and to improve employment outcomes for those served mutually by multiple systems. (Page 228) Title IV

**RTW/SAW**

No disability specific information found regarding this element.

*All enclosed information is cited directly from final state plan as of June 30, 2019

Find your local state plans here:

[https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html](https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html)