

## South Dakota (SD) WIOA Matrix

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

**Response Statement:** The Division in conjunction with the Board of Vocational Rehabilitation Services has developed strategies in the State Plan to assess and improve the community rehabilitation programs. A variety of training opportunities including conferences, webinars and seminars are provided throughout the state. In addition the Division has established a higher reimbursement rate for service providers who attend training and obtain become a Certified Employment Support Professional through Association of People Supporting Employment first. (Page 229)

### Customized Employment

No specific disability related information found.

### Braiding/Blending Resources

No specific disability related information found.

### Section 188/Section 188 Guide

Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This also must include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria.

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

The State of South Dakota is dedicated to provide all programs and services in an accessible format and provide a delivery model to all individuals who are seeking services. DLR has the responsibility under WIOA to create and maintain the American Job Center system that will increase the range and quality of workforce services to all individuals seeking assistance. WIOA prohibits discrimination based on race, color, national origin, sex, age, disability, religion, political affiliation or belief, participant status, and against certain non-citizens. DLR and the partners will concentrate

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on the federal and state antidiscrimination laws in the execution of policies, procedures and guidance to allow access to workforce services and when assessing the physical and programmatic access of the One-Stop system and partners. (Page 106)

If an individual states he or she will be contacting an elected official (e.g., the Governor), it is imperative you send an email to the Cabinet Secretary of DLR with a cc to your manager, division director and the State Monitor Advocate. Your email should provide information on content of the complaint, what led up to the complaint, what was said and who was present to receive the complaint. Furthermore, guidance and other regulatory information is a provided through a CRC accepted Methods of Administration (MOA). The MOA outlines the WIOA provider's operation of non-discrimination practices under Section 188 of WIOA.

One-Stop Certification Policy DLR has a MOU directly with Vocational Rehabilitation which addresses all accessibility issues. DLR has a one-stop certification policy that ensures the accessibility of all one-stop centers with the Americans with Disabilities Act of 1990 (ADA). (Page 108)

## DEI/Disability Resource Coordinators

Diverse Subpopulations – Disabilities The South Dakota Department of Labor and Regulation holds one of the USDOL Disability Employment Initiative (DEI) grants. These funds provide an opportunity for the state to develop and implement a plan for improving effective and meaningful participation of youth with disabilities in the workforce.

According to 2014 American Community Survey (ACS) data produced by the U.S. Census Bureau, the percent of South Dakota's population with a disability is 12.0 percent. For the age group 18-64 years, it is 10.2 percent. The highest percent is within the age group 65 years and older at 34.9 percent, which correlates with disabilities often occurring as people age, including hearing, vision and self-care disabilities. (Page 20)

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The Division collaborates with the Disability Employment Initiative (DEI) to improve the education, training, and employment opportunities and outcomes of young adults, ages 18–24, with disabilities who are unemployed, underemployed, and/or receiving Social Security disability benefits.

- The Division has enrolled 111 students with disabilities who are receiving SSI. This initiative called the ASPIRE grant (PROMISE Initiative) is a research grant to provide additional interventions to half of the students.

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- The Division funds 3 Project Search initiatives serving 18 students in school year 2015. Division is expanding a new Project Search site in Rapid City. (Page 245)

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

The Division is piloting a project with a post closure survey for clients who do not qualify for supported employment or Plans for Sustaining Employment. At this time there are approximately 4 clients and employers who are contacted by job placement providers quarterly for a year after successful closure. The survey indicates all four individuals have maintained their employment and one individual increased their work hours from part time to full time employment.

Strategy 4.2: Track the earnings for SSA beneficiaries and implement actions to increase the earnings and employment rate of clients who are SSA beneficiaries. (Page 254)

## Financial Literacy/Economic Advancement

No specific disability related information found.

## Benefits

The vision overall would be to provide services for job seekers, individuals wanting to improve their skills to better themselves, and to partner with businesses to best meet their workforce needs through education and training. The challenge for SD at this point is having enough people to fill the jobs needs that we are seeing statewide. One focus has been to work with individuals with disabilities. Many businesses may not have considered at specifically looking into this group of people and we are educating businesses more of the benefits in hiring individuals with disabilities. (Page 52)

The core partners will strive to build new sector partnerships and strengthen existing partnerships with employers to increase work-based learning experiences, such as paid internships and registered apprenticeships that provide job seekers with the skills and credentials necessary to secure employment and advance in their jobs with self-sustaining wages and benefits.

The South Dakota Department of Labor and Regulation and the vocational rehabilitation programs have a cooperative agreement in place to address transition services for youth with disabilities. The vision stated in the agreement is: “Enabling students with disabilities to reach their maximum potential in their transition from high school to the adult world”. The agreement presents a common policy and conceptual framework for addressing interagency transition planning at the local level, thus ensuring that youth with disabilities have access to the services and resources needed to enter adult life (and the world of work) successfully. Cooperating agencies benefit from maximum coordination of services, more efficient utilization of agency resources, increased service options, and improved interagency communication. The following organizations are included in this agreement: Department of Education, Division of Curriculum, Career and Technical Education and Special Education programs; Department of Human Services, Divisions of Developmental Disabilities, Rehabilitation Services and Service to the Blind and Visually Impaired; and Department of Social Services, Divisions of Community Behavioral Health and Child Protection Services. (Page 79)

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Title II of the Americans with Disabilities Act (ADA) provides that “no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity or be subjected to discrimination by any public entity.” (§35.130 (a)). The first principle of Title II of the ADA is a requirement to make all programs offered by a public entity, when viewed in their entirety, accessible to and usable by qualified individuals with disabilities. This may require modification of policies and procedures to eliminate inadvertent discrimination and may also include removal of architectural barriers to provide program access. This does not mean that every existing facility must be accessible; the use of alternative methods to provide program access is permitted for Title II entities. In order to ensure compliance with the ADA, DHS conducted an evaluation of programs and services, and in addition reviewed the physical accessibility of office locations. No significant barriers to programs or services were identified. Non-Discrimination As a recipient of federal financial assistance, the South Dakota Department of Labor and Regulation (DLR) shall not exclude from participation in, deny the benefits of, subject to discrimination; or deny employment in the administration of or in connection with department programs or services because of race, color, religion, sex, national origin, age, disability or political affiliation or belief and for beneficiaries only, citizenship or participation in any WIOA program. This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination Act of 1975, and the regulations of the U.S. Department of Health and Human Services issued pursuant to statutes at Title 45, Code of Federal Regulations Parts 80, 84 and 91. (Page 107)

### 5. Self-Advocacy Skills

This need category references expressions of need to assist persons with the most significant disabilities to represent their personal and service needs effectively and appropriately in social and work settings.

Response Statement: The Division in conjunction with the Board of Vocational Rehabilitation has developed new strategies in the State Plan to provide outreach/media activities for targeting employers and the general public, provide benefits specialists services for clients, improving transportation services, increase transition services for students with disabilities and increase the self-advocacy skills of individuals with significant disabilities. (Page 224)

**Goal 4:** A VR Services delivery system that results in enhanced earnings, employee benefits, retention and career advancement for individuals with the most significant disabilities. (Page 232)

The Division collaborates with the Disability Employment Initiative (DEI) to improve the education, training, and employment opportunities and outcomes of young adults, ages 18–24, with disabilities who are unemployed, underemployed, and/or receiving Social Security disability benefits.

- The Division has enrolled 111 students with disabilities who are receiving SSI. This initiative called the ASPIRE grant (PROMISE Initiative) is a research grant to provide additional interventions to half of the students. (Page 245)
- The Division and the Transition Services Liaison Project hosted 9 Regional Transition Forums in 8 communities across the state with a total of 321 individuals attending. The Forums provided an opportunity for the participants to learn about and meet the various

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service providers in the area (i.e. Vocational Rehabilitation Services, Benefits Counselors, IL Services, DD Resource Coordinators, Community Support Providers, and Assistive Technology Services). (Page 246)

- The Division partners with 42 provider agencies with the Ticket to Work initiative to promote choice of services and extended services for individuals who receive Social Security Administration benefits. (Page 252)

**Division Activities:** Vocational Rehabilitation Counselors in each community work to identify needs or gaps in transportation for their clients. Recently Aberdeen Ride Line reinstated their transportation service, allowing people from Aberdeen to reach the Jefferson Bus lines which allows travel for other employment opportunities. During FFY 2015, the Division funded transportation services for 423 clients for a total of \$125,607.

**Goal 4:** A VR Services delivery system that results in enhanced earnings, employee benefits, retention and career advancement for individuals with the most significant disabilities. (Page 253)

- The Division provided Benefits Counseling to 251 SSA recipients who were closed in FFY 2015. The Division created 445 Individual Plans for Employment that included Benefits Counseling Services. (Page 254)

The Division has increased the number of Benefits Specialists from 4 to 6 positions. These positions are located in each Division District and available to provide benefits specialist services for Social Security Recipients. These staff have received their certification from Virginia Commonwealth University.

- Two staff from the ASPIRE project have been certified as Benefits Specialists and will be available to deliver services to all individuals when their grant is completed. (Page 255)
- Support staff for the Board of Vocational Rehabilitation and the Statewide Independent Living Council contracted through the South Dakota Coalition of Citizens with Disabilities. This includes wages and benefits for .9 FTE Board support staff. (Page 258)

**5. Benefits Work Incentives.** This need emerged from commenters who expressed misconceptions or misinformation regarding work incentives and also from public forums where people were discussing their needs with regards to information about SSA programs and benefits. The most Significant Disabilities, including their need for Supported Employment Services. “Individual with a Most Significant Disability” means an individual with a disability who meets the criteria for having a significant disability and in addition has serious limits in two or more functional capacities (such as, but not limited to, mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills) in terms of an employment outcome. Individuals who meet the criteria for this Priority Level I category are determined to be individuals with the “Most Significant Disability”. The needs identified for this category were as follows:

1. Employer Public Outreach Education This category is composed of specifically identified needs to educate employers, participants in work environments, and the public regarding the abilities and capacities of persons with the most significant disabilities. This category of needs pointed to a need to change the larger social context in which vocational rehabilitation services were to be received by persons experiencing blindness or low vision and who were

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most significantly disabled. The WIOA changes reinforce the need for extending public and business education to more deeply align the service culture and its decision points with those of the public at large and the business community. (Page 306)

2. Job Placement Supports This category includes perceived needs for more job placement services, job coaches, and frequently references specific rural placement challenges. The need for specialized provider skills in placement supports for persons with blindness or low vision was expressed in this category.
3. Provider Training Provider training is understood in this assessment in two dimensions; those training needs identified by parties other than the provider and the training needs identified by the providers themselves as articulated through an assessment survey conducted by the South Dakota VR Agencies. Staff identified additional training needed for providers on job placement, and working with individuals with the most significant disabilities. On the other side, providers did request additional training and guidance in working with people with blindness and low vision. Additional training topics requested by providers included Accessing Hidden Job Market, Marketing to Employers, Assistive Technology, Autism Supports/Training, Benefits Work Incentives, and Brain Injury. (Page 310)

Increase utilization of South Dakota Rehabilitation Center for the Blind to improve skills of clients of SBVI, including alternative techniques and vocational services. Improve the quality of job development services by SBVI staff providing specialty training on employment and vision loss to providers and businesses. Access SSI/ SSDI benefits specialist's services and training to assist individuals with significant disabilities to manage their benefits while participating in employment. (Page 319)

**Strategy 1.3:** Increase the use of SSI/ SSDI benefits specialist services and training to assist individuals with significant disabilities to manage their benefits: Counselors have increased referrals for benefits specialist services from 5 client referrals in FY 13 to 12 client referrals in FY 15. Counselors work closely with Benefit Specialists and promote their services with clients who are on SSI/SSDI. (Page 321)

## School to Work Transition

Training opportunities are available through a variety of organizations to assist SBVI in preparing staff to deliver training and to retrain in priority areas for vocational rehabilitation service provision. ACVREP provides training in blindness specific topics; this training leads to professional certification in vision rehabilitation, orientation and mobility, and low vision therapy. Agency sponsored training through seminars, conferences, and video conferences on topics such as: Motivational Interviewing & Person Centered Thinking; Recognizing Personality Disorders; Developing Business Strategies; Marketing Your Services and Program; Identifying Hidden Addictions & How to Work with these Individuals; Disability specific training related to employment & accommodations; DLR Programs & Services for Job Seekers; Beyond the Boomer – Aging in Place; Self-Employment “Creating a New Venture;” Compassion Fatigue; Ethical Issues VR Professionals Encounter; The Disability Determination Process; What WIOA Means for Service Providers; Employment for Individuals with Diverse Backgrounds; Reasonable Accommodations in the Workplace; Americans with Disabilities Act; Transition from school to work; Pre-Employment Transition Services. (Page 298)

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### Data Collection

The South Dakota Vocational Rehabilitation Programs utilize an in-house data base system called VR FACES. VR FACES incorporates all the required RSA data collection requirements and also provides a comprehensive case management system for the Vocational Rehabilitation Program, Older Blind Independent Living Program and other State programs. (Page 98)

### Small Business/Entrepreneurship

- **Entrepreneurial Training:** Training for new entrepreneurs and small business owners which can range from general business courses to specific courses on topics as how to address legal and personnel issues.
- **On the Job Training:** A program of occupational training providing knowledge and skills essential to the performance of a specific job. Training is provided by an approved employer. Under an OJT agreement, 50–75% of the reimbursement of the wage depending on the size of the employer, for extraordinary costs of conducting the training for an eligible participant. (Page 123)

### Career Pathways

No specific disability related information found.

### Employment Networks

Section identified but no detailed information specifically to disability or implementation. (Page 269)

\* 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>