



Tennessee (TN) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

One-Stop Design and Delivery: The increased use of technology allows the Tennessee Workforce System to seamlessly integrate services, system and program changes in accordance with WIOA. The connection in Jobs4TN and VOS leverage the case management processes for all participants and programs that are involved in WIOA implementation across the state. The efficiencies realized with the common intake process and reporting will enable all programs and partners included in this Combined State Plan to mutually benefit from electronic referrals and reporting and coordinate services and tracking of co-enrolled participants, to name a few. Additionally, the centralized and coordinated efforts from all program partners eases the communication and engagement of job seekers, employers, local government support, community partners, and additional external clients. As it pertains to individuals with disabilities, Tennessee serves as an Employment First state, allowing seamless integration and support for this hard to serve population. (Page 41)

Tennessee is an Employment First State, and there is an established Employment First Task Force. The Employment First Task force facilitated the completion of a Memorandum of Understanding for services to youth with disabilities between the following State agencies:

- Vocational Rehabilitation
- Department of Education
- Department of Intellectual and Developmental Disabilities
- Department of Labor and Workforce Development
- Department of Mental Health and Substance Abuse Services
- Council on Developmental Disabilities (Oversees the Implementation of the MOU) (Page 206)

Customized Employment

Tennessee Department of Labor and Workforce Development, to provide customized employment services through their system of Career Centers on behalf of VR clients and business and industry. (Page 203)

Work-Based Learning Experiences, which may include in-school and after-school opportunities and experiences outside of the traditional school settings. Examples of Work-Based Learning Experiences include On-the-Job Trainings, Apprenticeships, Internships, Summer Work Experiences, Work-Based Trainings, Job Search Assistance, Job Placement Assistance, On-the-Job Supports and Customized Employment. (Page 205)

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Continuing the practice of ensuring the availability of appropriate training activities and resources to meet the individualized needs of clients by seeking out and developing partnerships with other private and public entities to provide specialized education and training activities, to include those that can be provided through self-employment, on-the-job-training by employers, and customized employment. (Page 239)

Braiding/Blending Resources

No disability specific information found regarding this element.

Section 188/Section 188 Guide

REGION AND LOCAL LEVEL ACCOUNTABILITY

Tennessee's workforce development system, both regional and local, requires that programs and providers co-locate, coordinate, and integrate activities and information, so that the system is cohesive and accessible for individuals and businesses alike. Accountability goals increase the long-term employment outcomes for individuals seeking services, especially those with barriers to employment; to improve services to employers; and to demonstrate continuous improvement. The certification policy is the foundation to aligning programs, policies, and activities in the State's Workforce System. This policy will assess the effectiveness, physical and programmatic accessibility in accordance with section 188 and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) and will undergird continuous improvement of one stop centers. It specifies minimum standards for the service menu and customer service to be met and branding requirements that demonstrate a statewide Workforce System. This certification process will demonstrate that the local workforce development boards can ensure that employment and training programs in their communities operate at the highest level of quality and consistency, while satisfying the expectations and needs of their customers. (Page 106)

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. Physical accessibility for people with disabilities was implemented and upgraded with the assistance of Tennessee Department Human Services (DHS) - Vocational Rehabilitation Program. Tennessee will be undergoing an accessibility study to ensure all AJC's can be accessed. (Page 123)

DEI/Disability Resource Coordinators

Providing cross training to the career center staff in regard to meeting the needs of individuals with disabilities. Continue to provide consultation on career center accessibility and accommodation needs in regard to the accessibility needs in the building(s), and accommodations in terms of appropriate technology needed to serve individuals with the disabilities. Continue to partner with the American Job Centers (AJCs) in employment initiatives such as the summer youth employment project and the DEI grant. (Pages 240-241)

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Other State Programs/Pilots that Support Competitive Integrated Employment

All SCSEP participants are required to develop an Individual Employment Plan (IEP) at the time of enrollment. The IEP serves as a personal road-map to success and is designed to specifically assist the participant in meeting both personal and program goals. Each participant receives specialized training that fits under his or her IEP and is assigned to a host agency to develop or improve skills. The plan also determines if the Host Agency has met the participant's requirements. In addition, the Host Agency provides services to low-income older persons, to the economically disadvantaged and to organizations offering services which provide positive contributions to the welfare of the general community. Opportunities to serve other groups will also be provided through placement in schools, day-care programs, health and hospital programs, and agencies serving individuals with physical and developmental disabilities. (Page 385)

Financial Literacy/Economic Advancement

No disability specific information found regarding this element.

Benefits

In addition, although many of the SCSEP participants need or want to work they may be long-term consumers of government assistance programs for income or other supports. The finding is recipients of these government assistance programs such as Supplemental Security Income (SSI), Disability Insurance or Housing and Urban Development (HUD) never leaves, especially for employment, once on these programs. Even when there is an opportunity for the individual to move off government assistance into economic self-sufficiency, there is fear that if government assistance is needed again the process is so long and tedious it will not be available. SCSEP then becomes just a program to supplement the income of those participants receiving benefits from these programs. (Page 397)

Economic self-sufficiency through leveraging of all resources including tax incentives, financial education, social security work incentives, benefits planning, and other strategies to enhance profitable employment. The use of a universal design as a framework for the organization of employment policy and services in Tennessee. Customized and other flexible work options for individuals with disabilities. The assurance that the structural and technological accessibility of all AJC's for persons with disabilities who are seeking employment services is further enhanced by participation in disability awareness/sensitivity training to assist AJC staff to understand how to provide quality employment services for this targeted population. The concept immediately increased the use of AJC by persons with disabilities. Outreach and education also increased throughout the centers. (Page 123)

- Tennessee Disability Coalition Benefits to Work (Page 201)

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School to Work Transition

No disability specific information found regarding this element.

Data Collection

The department's web-based Virtual One-Stop System (VOS) is the most advanced and comprehensive statewide workforce development information and reporting system available today. Using a set of core proprietary software components created by Geographic Solutions Inc., the department and its partners have modernized and integrated workforce services into a single computing platform referred to as Jobs4TN. Working from the WIOA statutes, we have moved forward with establishing needed data points in our systems, such as those spelled out in the draft PIRL, data specifications, and the Section 188 NPRM. (Page 96)

Our goal is to carry out all data-collection and reporting processes under this plan using a single virtual system, specifically, the Jobs4TN system which is being deployed by Geographic Solutions, Inc., TDLWD's system of record for workforce data across all core programs. And to the extent possible, recognizing cost and infrastructure limitations, also to be deployed for certain mandatory and optional partners as WIOA takes shape in the future. (Page 96)

Information such as the FEIN, is founded in compliance with confidentiality provisions in 20 CFR Section 603, as well as in accordance with the emerging requirements of the SWIS (State Wage Interchange System) data sharing agreement. TEGL 7-16, Data Matching to Facilitate WIOA Performance Reporting, also is being used to guide the process and direction of partnership agreements, similar to MOUs, which define, if needed, authorized data share staff among program and IT staff of the TN agencies noted above. (Page 119)

Small Business/Entrepreneurship

One featured section of the new website is "Topics for Economic Inclusion", which highlights various policy and procurement information for DBEs. Such information can be:

- Entrepreneurs with Disabilities: Programs and Resources
- Minority Business Enterprises, Women Business Enterprises; Veteran Business Enterprises: Policy and Procurement
- Rural Businesses: Policy and Financing
- Youth Entrepreneurship: Programs and Opportunities (Page 92)

Revise the self-employment process to streamline the experience for clients seeking the self-employment option. Research other state VR self-employment policies for efficient, consumer-oriented strategies; and include successful business owners in the process to produce a successful program that will help individuals with disabilities become successful entrepreneurs. (Page 241)

Collaborate with WIOA and business partners to reinforce the vocational side of our vocational rehabilitation services. (Page 393)

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Career Pathways

Tennessee will compete Section 225 according to the narrative set forth in (5)(B)(i). The grants awarded may be for up to 20% of the available federal dollars as set forth in section 222(a)(1). The funds described in section 225(a) shall be used for the cost of educational programs for criminal offenders in correctional institutions and for other institutionalized individuals, including academic programs for:

1. adult education and literacy activities;
2. special education, as determined by the agency;
3. secondary school credit;
4. integrated education and training;
5. career pathways;
6. concurrent enrollment;
7. peer tutoring; and
8. transition to re-entry initiatives and other post release services with the goal of reducing recidivism. (Page 174)

This will be done by having by eligible providers partnering with their local AJC for the referral of potential students; there, students will be assisted in building a resume and creating an account in Jobs4TN. Eligible providers will also refer students completing the program to the Tennessee Career Center for career information and job placement. Eligible providers will refer eligible students completing the program to the Local Workforce Board or Vocational Rehabilitation as set forth in this State Plan; this will include the development of career pathways to provide access to employment and training services for individuals in adult education and literacy activities. (Page 177)

Employment Networks

The Division will continue to encourage CRPs to become Employment Networks as possible funding source for on-going support needs. The Division will continue to train CRPs and VR staff to increase usage of SSA PASS plan.

The Division will assure that funds are made available will only be used to provide Supported Employment services to individuals who are eligible to receive such services. (Page 249)

* 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>