



Utah (UT) WIOA Matrix

Employment First State Leadership Mentor Program (EFSLMP)

The Utah Employment First Partnership is a shared commitment among the Utah Department of Workforce Services (DWS), the Division of Services for People with Disabilities (DSPD) and the Utah State Office of Rehabilitation (USOR) to improve state-government services focused on persons with disabilities, helping them to achieve competitive, integrated and community-based employment. Utah's Employment First Initiative supports workforce development. It expects, encourages, provides, creates and rewards integrated employment in the workforce. It is the first and preferred outcome for working-age youth and adults with disabilities at minimum wage or higher. (Page 39)

The DLC further notes the impact of the Centers for Medicare and Medicaid Services new Home and Community Based Services (HCBS) settings rule. 2 The rule requires opportunities for integrated and competitive employment. Unfortunately, it not mentioned anywhere in the plan. While we appreciate the inclusion of Employment First, there must also be targeted and concerted outreach to those in sheltered workshops and day programs. (Page 136)

Additional agreements exist relevant to the "Employment First" initiatives in Utah. USOR also maintains cooperative agreements with all local public education school districts, the Veterans Administration (VA), local mental health organizations, and other entities involved in workforce development services including shared projects with the Department of Health. In addition, USOR participates in the statewide workforce development system through participation on the State Workforce Development Board. (Page 200)

USOR is a partner in Employment First legislation which makes employment the first and preferred option for individuals with disabilities. USOR partners with DSPD to ensure that supports are in place for individuals with intellectual disabilities, youth in post high programs, and all individuals who are MSD and need customized and/or supported employment. (Page 205)

USOR is also partnered with DSPD in Employment First legislation, which makes employment the first and preferred option of individuals with disabilities, including those with developmental disabilities. (Page 209)

These funds are designated to support individuals who have previously been on a waiting list for DSPD SE funding. The USOR Supported Employment Coordinator will collaborate with CRPs and DSPD to ensure compliance with Employment First Legislation. (Page 222)

USOR is a partner in Employment First legislation to increase access and eliminate disparities in access to state VR Services and Supported Employment. Employment is the first and preferred option for individuals with disabilities. (Page 245)

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Customized Employment

USOR develops and improves pathways providing increased alternative training models and options. Examples include OJT, work-based trainings, apprenticeships, internships, temporary work experiences, Supported Employment (SE), Supported Job-Based Training (SJBT) and Customized Employment. This allows individuals and counselors to customize a unique set of services for each individual. (Page 125)

In addition, Goal 1.2 listed in this Unified Plan is specifically designed to continue to assess and improve the provision of SE and Customized Employment services provided in collaboration with Community Rehabilitation Programs (CRPs). (Page 233)

USOR has been expanding upon and developing resources for three supported employment pathways (Individual Placement and Support, Customized Employment, and Traditional Supported Employment) which lead to long term placement services through partnership with DSPD, USOE, DSAMH, and DWS. Through Customized Employment/Supported Employment, USOR is also providing services and supports for individuals with most significant disabilities in sheltered workshops earning sub-minimum wages, who want to participate in integrated and competitive employment and have access to the community. (Page 234)

Strategy 1.2: USOR will form a committee with agency staff and administrative representation to review and revise the service delivery models for Supported Employment (SE), Customized Employment (CE) and Supported Job-Based Training (SJBT). (Page 235)

Activity A.3: Expand opportunities for customized employment and discovery services to expand competitive integrated employment for these individuals. (Pages 237, 241, 242, 243, 244, 248)

Braiding/Blending Resources

The SE team includes the VR counselor, customer, family members, extended services agency representative (i.e., support coordinator, mental-health worker, etc.), teacher (if a student), employment specialist or employer. The team will coordinate services by braiding funding to ensure the client has the support needed to be successful on the job. Once the client reaches an 80/20 level of support or 24 months (whichever comes first) and the team agrees, services and funding will be transferred to the identified extended services agency for long-term SE. (Page 249)

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. (Page 112)

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DEI/Disability Resource Coordinators

No disability specific information found regarding this element.

Other State Programs/Pilots that Support Competitive Integrated Employment

No disability specific information found regarding this element.

Financial Literacy/Economic Advancement

No disability specific information found regarding this element.

Benefits

USOR recruits to fill Vocational Rehabilitation Counselor positions throughout the year by participating in university and college career fairs and presenting to students in the Utah State University Rehabilitation Counselor Education (RCE) program. USOR created a recruitment brochure that details the benefits of employment and introduces potential applicants to careers in VR. USOR works with the USOE Human Resources Office to increase the distribution of recruitment announcements nationwide. (Page 213)

All requests for USOR educational benefits will be considered contingent upon available funding and employees will be notified of approval prior to enrollment for each semester. All related educational expenses and time required to complete any graduate program will be the responsibility of the employee. (Page 215)

A smaller percentage of Utah's population receives SSDI and SSI benefits than nationally. In 2010 approximately 2.8 percent of Utahans received SSDI compared to 4.5 percent nationally, and 1.0 percent received SSI compared to 2.6 percent nationally. (Page 220)

Activity A.2: Utilize VR Business Relations Team and CTW to provide training and information to employers on the benefits of hiring individuals with disabilities. (Page 241)

In addition, USOR employs six benefits specialists who provide assistance and consultation to Social Security beneficiaries. One of the benefits specialists is funded by DWS to serve mutual clients. (Page 245-246)

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School to Work Transition

USOR launched a school-to-work project, through ODEP's Employment First State Leadership Mentoring Program (EFSLMP), designed to braid funding, access partner agency supports, and provide a pathway for students with the most significant disabilities to competitive, integrated employment. USOR is partnering with SAMHSA and Local Mental Health Authorities/DSAMH to provide and expand supported employment services for youth and adults with severe and persistent mental illness, specifically with the IPS model. (Page234)

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Data Collection

Assessed by: Annual report from the SWDB will describe how it will coordinate public messages from partners to increase awareness in recruiting WIOA targeted populations by July 2017. The recommendations will be implemented during 2018- 2020 and assessed through Utah's WIOA customer service survey and reviewing data collection to identify referral sources, trends and patterns. The Operations Committee will oversee a workgroup of core partner and education communications staff who will gather information on current practices, identify gaps and make recommendations for improvements by May 2017. (Page 53)

USOR utilizes the Accessible Web-based Activity and Reporting Environment (AWARE) for data collection. AWARE is a fully integrated, comprehensive case-management system. It is used by 32 other state VR Programs for documentation, caseload management, budget and expenditures, and outcome reporting. (Page 87)

Small Business/Entrepreneurship

No disability specific information found regarding this element.

Career Pathways

No disability specific information found regarding this element.

Employment Networks

Section identified but no detailed information specifically addressing disability focused implementation. (Page 258)

* 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>