**Wisconsin (WI) WIOA Matrix**

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

No disability specific information found regarding this element.

**Customized Employment**

SES does include use of the Individualized Placement and Support (IPS) Career Profile in lieu of extensive assessment services. For those individuals that have not been successful, Customized Employment services will be utilized including Discovery. (Page 165) Title I

Customized Employment services can be used if an individual has not been successful utilizing SES.SES in Wisconsin utilize a consumer centered resource team. This team includes the DVR consumer, DVR staff, the Supported Employment service provider, the special education or other teacher, long-term support career planner, the guardian or anyone else the consumer chooses to invite. (Page 169) Title I

Changes to SES are necessary to meet the higher number of individuals to be served under WIOA, to include customized employment and to reduce the level and time necessary for extended services, and to insure the sustainability and viability of the long-term care system and DVR's service provider network.

The services available for supported employment and outcomes were analyzed and several internal and external stakeholder groups identified improvements. A workgroup of DVR staff and DHS staff reviewed the current technical specifications and identified improvements. In 2016, supported employment providers were asked to complete surveys regarding service capacity for SES services. In addition, focus groups were conducted with WRC of providers to discuss SES services and barriers in providing services including expansion to underserved areas. (Page 206) Title IV

Customized Employment is available for individuals who are considering supported employment with a recognized need for long-term support. The use of this model requires the service provider attain a certificate of customized employment training completion before services are authorized for purchase and the consumer meet customized employment criteria. DVR has developed service descriptions and associated fees. (Page 211) Title IV

DVR will continue to work collaboratively with DHS to increase statewide supported employment resources. Efforts will focus on increasing access to SES as well as Long Term Employment Supports (LTES), and financial coordination of these services among funding sources such as Wisconsin’s county-based Family Care services (via Medicaid waiver approved
Wisconsin (WI) WIOA Matrix

Programmatic Goal 3: Utilize evidence-based practices that advance the employment of individuals with the most significant disabilities needed additional supports. SES will include use of the IPS Career Profile in lieu of extensive assessment services. For those individuals that have not been successful, Customized Employment services will be utilized including Discovery. Business relationships similar to the IPS model (Systematic Job Development) will be used as a strategy in supported employment job development.

DVR achieved this goal. Customized Employment is available for individuals who are considering supported employment with a recognized need for long-term support. The use of this model requires the service provider attain a certificate of customized employment training completion before services are authorized for purchase and the consumer meet customized employment criteria. DVR has developed service descriptions and associated fees. (Page 226) Title IV

501. DVR staff is also involved with the planning and provision of supported employment training including customized employment in collaboration with the Wisconsin PROMISE Grant. (Page 233) Title IV

Braiding/Blending Resources

DVR developed an agreement with DHS, Division of Long Term Care with guidelines for making determinations of payment for service for common customers. The agreement is intended to provide clarification of funding responsibilities for adults seeking competitive employment who may also require short-term employment supports through DVR and long-term employment supports through the Family Care system. This agreement defines and guides practice and provides a structure to coordinate service planning, appropriately blend and braid funding and to resolve disputes. The agreement will be updated prior to the next state plan submission to reflect WIOA requirements. (Page 150) Title I

Programmatic Goal 6: DVR will collaborate with other partners, most importantly long-term care services, to provide a braided approach to working with individuals with the most significant disabilities needing additional employment supports.

DVR will continue to work collaboratively with DHS to increase statewide supported employment resources. Efforts will focus on increasing access to SES as well as Long Term Employment Supports, and financial coordination of these services. DVR has collaborative relationships with The Division of Mental Health and Substance Abuse services that contract with counties and other entities for Mental Health services including IPS (via Medicaid waiver
Wisconsin (WI) WIOA Matrix
approved funds). The Division of Long Term Care within DHS uses a Managed Care approach to provide employment services to individuals with developmental and physical disabilities.

DVR conducts regular collaborative meetings and activity with sources of long-term support including managed care organizations, self-directed managed care and county programs to facilitate referrals, service coordination and increase outcomes. (Page 205) Title IV

DVR will additionally work more closely with the long-term care community to assist co-enrolled adults who seek integrated work opportunities in the community. Braiding services and offering an array of funded services will help disabled individuals achieve successful outcomes, providing immense opportunities for both the long-term care and DVR consumers. DVR has established an on-going and collaborative relationship with various groups to facilitate communication and coordination of services to mutual consumers. This collaboration has included cross-training, local outreach, common policy instruction. DVR has also implemented enhanced data collection to better track outcomes and successful closure information within the DVR case management system. (Page 213) Title IV

When there is overlap of educational goals and employment/rehabilitation goals and services, a cost sharing arrangement may be negotiated between DVR, the school district, and Long-Term Care and/or Mental Health programs. The TAG is the tool that is used to help make those braided funding decisions. To know who will pay for a service, all parties must be involved in transition planning in order to make a determination about appropriate services. Staff of all three potential funding sources (DVR, DPI and DHS) are trained in the use of this decision-making process outlined in the TAG. (Page 218) Title IV

DEI/Disability Resource Coordinators
Wisconsin's participation in the Disability Employment Initiative (DEI) has positioned the state well for continued physical and programmatic compliance. As a "Round Two" DEI grant recipient, Wisconsin completed a 3-year, $2,330,000 demonstration project, which was designed to determine if having additional human and capital resource support improved the employment outcomes of job seekers with disabilities. Wisconsin received a 6-month extension beginning October 1, 2014, and concluded the grant on March 31, 2015. During the extension period, DEI focused on developing post-DEI capacity in job seeker accessibility and staff development within the Job Centers of Wisconsin by:
• Ensuring accessibility in all 11 WDAs
  o Pilot areas:
    □ WDA 11 and WDA 4 corrected additional ADA compliance issues.
  o Control areas:
    □ All five control WDAs were offered the opportunity for ADA inspections, which resulted in the completion of eight inspections in three WDAs;
    □ All five control WDAs were offered accessibility equipment the same as pilot areas received during DEI, which resulted in nine Job Centers in four WDAs receiving adjustable workstations, large screen monitors, specialized keyboards, etc.
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All WDAs:
- 49 job centers have identical set up of new computers, large screen monitor, and basic assistive technology (AT) equipment. (Pages 81-82) Title I

The cumulative numbers for the DEI grant implementation include:
- 1,637 job center and community partner staff training contacts conducted, with 449 of them reported as being for individuals’ external to the Job Centers;
- 81 individuals being served in the Social Security Administration's Ticket to Work (TTW) program. Two of the pilot WDBs continue to provide the service through their own robust Employment Networks;
- 643 employer training contacts were made, with 301 of them occurring in the extension period;
- 781 referrals for or provision of asset development services. Formal, full benefits analysis reports account for 344 of those services. (Page 82) Title I

Financial Literacy/Economic Advancement

DVR is currently focusing on programs that expand financial literacy, job development, youth services, and underserved tribal populations. Each program was created to address specific local needs in respective WDAs. Topics include: banking basics, car purchases, budgeting, understanding credit, employment barriers, online applications, social skills, temporary work experiences, self-advocacy, and obtaining gainful employment. Throughout the year, quarterly reports are due to DVR for review of progress and scope. It is anticipated for these services to transition from I & E funding to fee-for-service agreements upon successful effective completion. DVR has implemented services to potentially eligible around the state. (Page 215) Title IV

School to Work Transition

DVR renewed non-financial MOU with the University of Wisconsin System and the Wisconsin Technical College System Board. The purpose of the MOU is to clarify the roles and responsibilities of DVR and the Institution of Higher Education in fostering a seamless delivery system supporting the DVR IPE and common customers engaged in training at a post-secondary institution as a means to achieve their employment goal. Included in the MOU is an agreement to coordinate financial aid information so that the DVR consumers can make maximum effort to secure financial aid grants.

Each MOU described above is published on the DVR public website.


DVR is primarily responsible for assuring that services within the Scope of VR Services (34 CFR 361.48) are available to assist eligible individuals with an Individualized Plan for Employment (IPE) in achieving their employment goals.

As needed to assure the timely and continuous provision of IPE services, the agency's financial
priority is to expend Title I-B operational and discretionary case aid funds to assure the timely and continuous availability and delivery of services to these individuals over the anticipated term of their service plans. DVR will maintain an IPE obligation reserve to secure the continuous and timely provision of employment plan services. The case aids budget will be dedicated to the continuous and timely support of IPE services and to develop and activate employment plans for eligible individuals with most significant and significant disabilities in a timely manner from the DVR waitlist. (Page 154) Title I

Per DVR policy students with disabilities are recommended to apply for DVR services at least two years prior to graduation. The plan for employment should be developed as soon as possible, but the time shall not exceed 90 days after eligibility for DVR services is determined. DVR staff will use rapid engagement and motivational interviewing techniques when working with this population.

DVR, in collaboration with the local education agency, will provide services to assist the student in developing and successfully achieving their IPE goal. (Page 157) Title I

The DVR Policy Manual states “Transition: For high school students who are eligible for development of a plan for employment, the plan for employment will be completed prior to leaving high school”.

It is understood by all DVR staff working with transition age students that their responsibility is to coordinate with the school’s efforts to engage the student in activities that will allow development of an IPE before the student leaves high school.

The TAG, which is an integral part of the Interagency Agreement, calls for referral of students no later than two years prior to exit from school. This allows time for the necessary career exploration, job shadows, and integrated work experiences leading to the development of an IPE prior to matriculation. DVR assures that the individualized plan for employment is also coordinated with the employment goal in the school’s individualized educational plan and, where appropriate, the individualized service plans of the long-term care service providers. (Page 158) Title I

4. To provide clarification of roles of stakeholders within each respective department regarding individuals with disabilities who have identified support needs associated with employment and independent living, so that individuals and their families may regard such efforts to be as seamless, non-duplicative, and as transparent as possible.

The Interagency Agreement and the TAG describe the role of DVR including the responsibility to provide consultation and technical assistance, referred to as Employment Planning Consultation. The agreement addresses the need for DVR liaisons and staff to provide school districts that have transition students who have not yet applied for VR services with assistance, strategies and creative ideas for identifying the students’ post-school employment goals, needs
Wisconsin (WI) WIOA Matrix

for services, and concerns to be addressed in achieving those goals.

DVR staff attends IEP meetings, with consent from the student and family to assist those students, parents and teachers in the development of the transition portion of the IEP. DVR staff can provide information the types of employment services we offer. This provides the opportunity for the IEP to be developed in collaboration and coordination with their IPE. Having a consisted employment goal and coordinated services in the IEP and IPE is important to ensure the student receives the most appropriate and valuable services from both DVR and the LEA. DVR is also available to provide information and technical assistance on transition services to teachers, parents, and other organizations and councils.

As outlined in the TAG and the DVR Policy the development of the plan for employment for students who are eligible for plan development, is to occur prior to the student leaving school. DVR staff and educators are encouraged to coordinate the provision of services and transition activities for students who are eligible for both IEP and an IPE services to assist them in transitioning from school to work. (Pages 159-160) Title I

When there is overlap of educational goals and employment/rehabilitation goals and services, a cost sharing arrangement may be negotiated between DVR, the school district, and Long-Term Care and/or Mental Health programs. To know who will pay for a service, all parties must be involved in transition planning in order to make a determination about appropriate services.

The following are general guidelines to help understand how decisions can be made under the DVR/DPI/DHS interagency agreement.
Test 1 - Will the service help to achieve the educational goal of the IEP? If yes, the school is primarily responsible for the service.
Test 2 - Will the service help to achieve the employment goal of the IPE? If yes, DVR is primarily responsible for the service.
Test 3 - If the same service appears on both the IEP and IPE, the school and DVR are responsible for negotiating a cost sharing arrangement (conflicts between schools and DVR are to be resolved utilizing the process outlined in the DPI/DVR/DHS Interagency Agreement). (Page 162) Title IV

The current average caseload of total individuals served with an active IPE in Wisconsin is 15,000 individuals. DVR is projecting a possible increase of consumers needing SES. This increase is due to the impact of the provisions in WIOA to serve youth and students and the annual requirement for the DSU to establish contact with workers in a 14 (c) environment. (Page 165) Title IV

DVR has been a partner in efforts to establish the use of an Academic and Career plan for all student in Wisconsin schools including the use of this plan in informing IEP's and IPE's. Through the partnerships, students with the most significant disabilities are participating in competitive, integrated work-related activities will still in high school. This has significantly
**Wisconsin (WI) WIOA Matrix**

Increased the interest in supported employment services for youth in Wisconsin. Some tools that DVR has developed and will continue to utilize a Youth OJT - agreement to assist an employer in associated costs of training a youth in a job, job shadows, business tours, job coaching, internship and temporary work, coordinated soft skill training and other employer training with DPI and local school districts while youth are still in high school. Once a specific IPE job goal is developed and the youth has obtained employment consistent with the job goal, supported employment services to provide ongoing support, including extended services if needed, will be provided. (Pages 167-168) Title IV

Supported Employment is widely available and is always an available service and outcome for youth. Due to the increased availability of work based learning, and the federally required diversion from 14 (c) employment and paid work options for youth it is expected that there will be many more youth needing SES in Wisconsin. For youth that are interested in supported employment, the Career Profile is provided as part of the comprehensive assessment. The purpose of the career profile is to get information from the consumer and others on the support team. This information will be gathered during interviews. The information for the career profile will be used to help in choosing job or career goal, for job searching and for figuring out how to support the youth on the job. (Page 168) Title IV

(9) Services provided under an IPE will be coordinated with services provided under other individualized plans established under other Federal or State programs;

DVR has a policy in place for the coordination of IEP's and IPE's prior to graduation and prior to that when necessary. In the past, service and treatment plans with long-term care and mental health were coordinated and services identified and funding responsibilities determined. (Page 170) Title IV

DVR has identified 35,000 students in the Wisconsin public school systems that are eligible for VR services. Additionally, through the Promise Grant, we know that over 6,000 youth between the ages of 14-16 are receiving SSI and may or may not have an active IEP. Wisconsin, through its Promise Grant and supported employment experience, believes that targeting outreach to SSI and individuals with the most significant disabilities will allow for strategic niche for needed VR services and collaboration with the schools. DVR will continue to collaborate through the TAG and the active coordination of services with education and long-term care services. DVR continues to coordinate transition services via IEP meetings, transition fairs, collaboration with transition coordinators, and involvement in school/work-related activities under the Individuals with Disabilities Education Act. (Page 197) Title IV

DVR is shifting its focus to a student, youth and supported employment model to ensure that the populations targeted for WIOA outreach have access to VR services. DVR has changed policies and fee schedules on transportation and existing business. In addition, DVR has implemented
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student work based learning technical specifications and fee schedules. (Page 215) Title IV

Programmatic Goal 1: DVR will transition to a youth-focused, most significantly disabled caseload to ensure that all individuals with disabilities who want to work have the opportunity to share their talents with the community and businesses.

DVR achieved this goal by ensuring that every high school in Wisconsin has a DVR liaison assigned and provides outreach to students with disabilities. DVR has a strong collaboration with the Department of Public Instruction and continues to implement the DVR/DPI/DHS Interagency agreement and Transition Action Guide to assist high school's students transition from school to work. DVR is committed to developing and implementing an eligible high school student’s IPE as early as possible during the transition from high school planning process. DVR will develop a student’s IPE prior to graduation. In accordance with the MOU between DVR and DPI, DVR will maintain contact with students and education agencies, attend transition meetings to provide transition planning consultation and technical assistance.

DVR has ensured it has made available Pre-ETS services to both eligible and potentially eligible students with disabilities including developing new service technical specifications, such as its new Work Based Learning Services, to meet the service needs of students and youth with disabilities. DVR tracks the number of students it works with to help ensure we are having a youth-focus. (Pages 225-226) Title IV

The IPE for DVR consumers, who select competitive employment in an integrated setting but may require long term employment support, usually begins with an assessment called a career Profile to help determine the employment goal related to the consumer’s interests and strengths. The assessment process may include trial work or other employment explorations to help identify the extent of supports that may be necessary. If needed, the potential source(s) of funding for the long-term employment supports must also be identified. If the source of extended services cannot be identified at the time of implementation of the employment plan, the plan must at least identify the services, activities and/or progress measures designed to identify the nature, type, scope, requirements and source of extended services. The DVR identifies extended services from private nonprofit organization, employers, and other appropriate resources for an individual with a most significant disability transitioning from employment supports provided by the DVR. SES are provided only to those individuals with the most significant disabilities and who, as may be required, have an identified likely source of long term support. (Pages 233-234) Title IV

Career Pathways

DVR will continue to consider collaborative agreements with State Agency Departments to target and increase paid OJT internship opportunities for DVR job seekers in state positions. This initiative is designed to access state limited term employment (LTE) positions to expand the number of state employment opportunities that contribute to the skills and work experience of persons with disabilities served by DVR. The goal of the OJT LTE paid internship is that upon
DVR has been a partner in efforts to establish the use of an Academic and Career plan for all students in Wisconsin schools including the use of this plan in informing IEP's and IPE's. Through the partnerships, students with the most significant disabilities are participating in competitive, integrated work-related activities will still in high school. This has significantly increased the interest in supported employment services for youth in Wisconsin. Some tools that DVR has developed and will continue to utilize include: Youth OJT agreement to assist an employer in associated costs of training a youth in a job, job shadows, business tours, job coaching, internship and temporary work, coordinated soft skill training and other employer training with DPI and local school districts while youth are still in high school. Once a specific IPE job goal is developed and the youth has obtained employment consistent with the job goal, supported employment services to provide ongoing support, including extended services if needed, will be provided. (Pages 167-168) Title IV

Private-sector and state agency employers have benefited significantly from the following DVR OJT initiatives:
- Since Fiscal Year 2016, more than 800 OJT private-sector hires were supported by a 50% payroll cost subsidy for employers providing up to 90 days of OJT following a hire.
- In this same time period, DVR has invested nearly $750,000 for more than 104 DVR job-seekers participating in six-month OJT internships with 23 state agencies and other public entities. (Pages 171-172) Title IV

DVR will continue to find partnership opportunities with DHS and DPI to continue outreach to youth with the most significant disabilities who may need supported employment. DVR will work with schools to offer work experiences while still in high school, ensuring a more hopeful employment path when reaching adulthood. DVR also developed and will continue to utilize a Youth OJT agreement to assist an employer in associated costs of training a youth in a job. (Page 212) Title IV

DVR will continue to provide an OJT affirmative hiring initiative to assist employers with the initial cost of training a hired DVR job seeker. DVR area managers train CRP job-placement staff on the use of the OJT initiative. CRP job placement staff is encouraged to use the OJT initiative when they speak to employers about hiring DVR job seekers. (Page 222) Title IV

DVR continues to find partnership opportunities with DHS and DPI to continue outreach to transition students who may need supported employment. DVR will work with schools to offer work experiences to transition students while still in high school, ensuring a more hopeful employment path when reaching adulthood. DVR also developed and will continue to utilize a Youth OJT agreement to assist an employer in associated costs of training a youth in a job. DVR
### Wisconsin (WI) WIOA Matrix

Wisconsin (WI) WIOA Matrix utilizes and trains staff to its Interagency agreement and Transition Action Guide between DVR/DPI/DHS to help students transition from school to work successfully. (Page 228) Title IV

### Apprenticeship

No disability specific information found regarding this element.

### Work Incentives and Benefits

- 81 individuals being served in the Social Security Administration's Ticket to Work (TTW) program. Two of the pilot WDBs continue to provide the service through their own robust Employment Networks; (Page 82) Title I

The PROMISE initiative is a research and demonstration project that is intended to improve services for youth Social Security Supplemental Security Income (SSI) recipients and their families. The services help youth recipients achieve better outcomes, including graduating from high school ready for college and a career, completing postsecondary education and job training, and obtaining competitive employment in an integrated setting. As a result, these youth SSI recipients can achieve long-term reductions in reliance on SSI. Wisconsin is one of six sites participating in the demonstration. (Page 175) Title IV

- DVR develop methods to increase consumer awareness of work incentives and Partnership Plus options and evaluate the impact on outcomes for SSI/DI recipients as the WRC recommended through their observation that employment outcomes for SSI/DI recipients appear to have lower earnings and hours than the general VR population. (Page 192) Title IV

The PROMISE initiative is a research and demonstration project that is intended to improve services for youth Social Security SSI recipients and their families. The services help youth recipients achieve better outcomes, including graduating from high school, ready for college and a career, completing postsecondary education and job training, and obtaining competitive employment in an integrated setting. As a result, these youth SSI recipients can achieve long-term reductions in reliance on SSI. Wisconsin is one of six sites participating in the demonstration. (Page 218) Title IV

Programmatic Goal 4: Provide targeted counseling to consumers dependent on public benefits that provide enriched information of the benefits of work.

DVR achieved this goal. DVR continues to encourage work incentive benefits counseling for consumers receiving benefits. DVR has technical specifications that are followed and used by our service providers for this service. In SFY 2017 over 3,000 consumers received work incentives benefits counseling. Our counselors also provide guidance and counseling to our consumers on the benefits of work. DVR continues to promote the “Partnership Plus” opportunities in the TTW program. DVR will share information with eligible Ticket holders on post-VR services and supports available through assignment of their Ticket to an approved
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employment network provider. (Pages 226-227) Title IV

In Wisconsin, supported employment is funded by primarily three sources; DVR Title I-B and long-term funding directed by DHS, Division of Long Term Care (DHS/DLTC) and Division of Care and Treatment Services (DCTS) Funds are managed locally by regional managed care organizations or a self-directed support system known as IRIS (Include, Respect, I Self-Direct) and Managed Care Organizations (MCO's) Mental Health long term supports are managed locally by each county.

To a much lesser extent, Social Security Plans to Achieve Self-Support (PASS) plans, the TTW, natural supports and private party payments have been used to maintain a small number of individuals in long-term supported employment. DVR is promoting the TTW Partnership Plus to ticket holders which has the potential to increase funding for long-term supports. These financial resources enhance the quality, scope, and extent of services proposed under the Title VI plan. (Page 232) Title IV

Employer/Business

DVR supports a "dual-customer" approach to service delivery; serving both individuals with disabilities who want to work and the businesses who want to connect to this talent pool. DVR offers services to businesses that include outreach, follow along, and customized services geared toward meeting business needs. DVR Business Services are part of a collaborative workforce solutions system that also includes other state agencies and workforce partners. DVR Business Services team members participate in collaborative training with other business services professionals to ensure a shared understanding of the various programs and services available to business, share best practices, and work toward a consistent service delivery strategy statewide. Business services professionals representing various programs and services serve on a local business services team, and use a shared business relationship (account) management system to effectively communicative activities with businesses in real-time. (Page 30) Title I

DWD's mission: Advancing Wisconsin's economy and business climate by empowering and supporting the workforce. DVR believes this initiative, transitioning the DVR Business Service Consultant (BSC) project positions into permanent positions, best demonstrates a new customer for DVR that fits well with the department's priorities of meeting the workforce needs of Wisconsin's business. DVR fully embraces the dual customer role of serving the workforce needs of Wisconsin's business community while building the needed talent through our DVR job seeker clientele. DVR is the state's preferred talent portal and by having a closer relationship to our business customer, DVR has been able to exceed our employment goal since the BSCs have been part of the DVR service delivery model. (Page 171) Title IV

The BSCs serve to improve business outreach and retention, assisting DWD and DVR meet our state's draft performance measure of Employer Penetration and Retention Rate(s). This enables businesses in Wisconsin to learn about and receive business services DWD and partners can offer. The goal of new businesses receiving services from a DVR BSC is to encourage new business connections and repeat business customers. BSCs are available as technical advisors.
### Wisconsin (WI) WIOA Matrix

for: employers on ADA, accommodations and other disability services as described in WIOA; and for their employees developing disabilities throughout their tenure with an employer.

BSCs serve on regional Business Service Teams, coordinating business service(s) with WIOA partners as well as other partner agencies serving business and economic development. This has improved seamless business service delivery to businesses in Wisconsin.

BSCs are able to work with businesses to determine if any of the 7,000 job seekers on DVR caseloads match the skills that are needed by businesses. This allows DVR counselors to spend more time with job seekers who require intensive IPE development and career counseling. (Page 171) Title IV

DVR BSCs are part of the Business Service teams located in each of the 11 WDAs. Along with other workforce partners, the BSCs conduct outreach to businesses to assess needs and share the needs and job openings with all the workforce partners. Wisconsin workforce partners, through a DOL federal grant, developed a common data system that tracks all business contacts and provides all the workforce partners with a common platform of business leads. DVR staff play a significant role in sharing the business needs with other partners and, in turn, have access to other business leads developed by workforce partners. DVR uses JCW Business, along with DET and other partners to collaborative provide business services and dually report the pilot performance measures for WIOA. (Page 172) Title IV

**Business Services Focused on Transition and Pre-ETS**

Transition and has been a significant focus for DVR, including business services. Project Search Expansion has resulted in increased business connections and BSC outreach to Project Search sites and business partners. The Business Committees required of Project Search sites has further enhanced DVR’s relationship with businesses and educating businesses in the value of hiring and retaining people with disabilities. Business Service Consultants are members of Project Search Business Committees and promote internship and hiring practices for students with disabilities. Pre-Employment Transition Services (Pre-ETS) have expanded our connections with businesses interested in working with and recruiting students. DVR has developed Pre-ETS services that improve our connection with local workforce boards and business connections developed through WIOA partner efforts. DVR, via contracted service providers, have established fee-for-service Pre-ETS services, including job shadows. Job Shadows allow students with disabilities to explore different career opportunities and at the same time expose the business (that is being job shadowed) to future student interns and/or permanent employees. Paid Internships and Job Shadows promoted via business services and WIOA partners have facilitated student job shadows and internships that have resulted in a student permanently hired for his/her first job. (Page 173) Title IV

DVR Business Service Consultants are part of the Business Service teams located in each of the 11 WDAs. Along with other workforce partners, the BSCs conduct outreach to businesses and share the needs and job openings with all the workforce partners. DVR staffs play a significant
### Wisconsin (WI) WIOA Matrix

<table>
<thead>
<tr>
<th>Role in sharing the business needs with other partners and, in turn, have access to other business leads developed by workforce partners. (Page 230) Title IV</th>
</tr>
</thead>
<tbody>
<tr>
<td>An important outcome of listening to business needs includes the development of specialized training programs either with other workforce partners or solely developed with DVR consumers, helping DVR job seekers obtain the needed curriculum instruction, experience and recruitment assistance necessary to meet the talent needs of specific employers. (Page 231) Title IV</td>
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### Data Collection

No disability specific information found regarding this element.

### 511

In 2015, an extensive effort was completed related to examining to the needs of individuals who may need supported employment. DVR examined data provided by DPI, data provided by the Equal Rights Division (administrator of one 14(c) program in Wisconsin), as well as other sources to determine the number of consumers that will potentially need SES required under WIOA. The potential number of students with IEP's needing services is identified at 35,000 and the number of individuals currently served under just one of the 14(c) available subminimum wage certificates is 6,500 individuals. The current average caseload of total individuals served with an active IPE in Wisconsin is 15,000 individuals. DVR is projecting a possible increase of consumers needing SES. This increase is due to the impact of the provisions in WIOA to serve youth and students and the annual requirement for the DSU to establish contact with workers in a 14(c) environment. (Page 165) Title IV

DVR, working with DPI, DWD-Equal Rights Division who administers the subminimum wage licenses and reviewing federal reports has identified the following targeted opportunities for DVR outreach:
- In-school Youth: Approximately 35,000 students.
- Subminimum Wage: 6,500 individuals.
- Subminimum Wage and Child Labor Permit (under 18 years): 1,000 youth.
- With this new targeted information, DVR will work with education and long-term care agencies to operationalize new federally mandated requirements to engage in direct outreach to these individuals.
- Individuals on OOS Waiting List - DVR has addressed the waitlist so that in FFY 2015 individuals with a most significant disability will continue to be immediately activated. As of PY 2018, both individuals with a most significant disability and individuals with a significant disability will continue to be immediately activated. DVR anticipates continuing to serve individuals with the most significant disabilities and significant disabilities in PY 2019, with a small amount of NSD in OOS Category Three. (Page 194) Title IV

### Equal Opportunity and Nondiscrimination: Section 188

The one-stop delivery system's compliance with Section 188 of WIOA and applicable provisions of the ADA are ensured through the State of Wisconsin's Methods of Administration (MOA), submitted to the US DOL's Civil Rights Center (CRC). Compliance with these provisions are assured through the State's Nondiscrimination Plan, required in the revised Section 188
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nondiscrimination and equal opportunity regulations 29 CFR part §38 in effect as of January 3, 2017. (Page 80) Title IV

Local EO Officers are required to complete a Section 188 Disability Accessibility Checklist annually as well as conducting physical accessibility reviews of one-stop job centers and affiliate sites to ensure all facilities used in providing program services and activities are accessible to individuals with a disability. Local EO Officers have the option to use the "Uniform Federal Accessibility Standards (UFAS) for the Design, Construction and Alteration of Buildings" or the "ADA Checklist for Existing Facilities" produced by the New England ADA Center to conduct the physical accessibility reviews of facilities.

The DWD-DET EO Officer conducts annual on-site monitoring review visits to local Workforce Development Boards (WDBs) to determine the Board's compliance with the nondiscrimination and equal opportunity requirements. During the on-site reviews, the DWD-DET EO Officer meets with the local EO Officer to review all areas of compliance in the local WDB WIOA programs and activities. Walk-through inspections were conducted during the review to confirm comprehensive and affiliate job center sites are physically and programmatically accessible to individuals with disabilities. (Page 81) Title I

Vets

Wisconsin’s veteran population is a recognized priority in the provision of workforce development services. The state has a proud tradition of effectively transitioning its returning military professionals to civilian employment. There are more than 150,000 veterans of working age (between 18 and 64) in Wisconsin, representing another vital potential workforce resource. The state’s age 18-64 veteran population has a labor force participation rate that is roughly the same as the state as a whole (1.7% smaller). The unemployment rate of veterans is lower than that of the overall population (3.4% compared to 4.0% - 2016 American Community Survey). Twenty-eight percent of veterans experience some type of disability, a rate that is more than twice that of the nonveteran population. (Page 21-22) Title I

A strength that the state of Wisconsin uses is the Job Center of Wisconsin (JCW) website which has been enhanced to include matching potential employees to employer job openings. An initiative to hire Veterans has also been implemented using WiscJobsForVets - an initiative to assist Veterans with their work search. (Page 28) Title I

DWD's DET, Office of Veterans Employment Services (OVES) is funded by the DOL Veterans and Training Services, Jobs for Veterans State Grant (JVSG). During Fiscal Year (FY) 2017, OVES will have 41 staff funded by the JVSG grant. DET manages the JVSG from Central Office in Madison where one Director is housed. This individual provides overall guidance, direction, and oversight and reports to Division Leadership. Three JVSG funded supervisors are stationed within three regions of the state and provide day to day supervision of Local Veterans Employment Representative (LVER) and Disabled Veterans Outreach Program (DVOP) staff. All DVOP or LVER staff are integrated within job centers throughout the state. OVES
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Management staff ensure all LVER and DVOP staff possess knowledge of requirements specified by Title U.S.C. Chapter 31 requirements and guidance provided through DOL Veteran Program letters.

LVERs are fully integrated within the business service teams and conduct employer outreach as members of that team. The sole function of the LVER is business services and interaction with employers. DVOPs are housed at job centers and provide intensive service for veterans that are identified to have a significant barrier to employment (SBE). A pre-screen form is used to determine if veterans meet the definition of a veteran with SBE. Veterans that are determined to be SBE are referred to DVOP staff or other career planners within the job centers. DVOPs provide the intensive services necessary and use a case managed approach to assist veterans with their employment needs. In addition to providing intensive services to SBE veterans that visit the job center, DVOPs conduct outreach to find SBE veterans. DVOPs also provide intensive services for veterans that receive education training funded by the Veterans Administration Chapter 31 program. OVES has a DVOP staff that is an Intensive Service Coordinator. This staff person is located at the Milwaukee Veterans Administration Regional Office and coordinates referrals of Chapter 31 veterans to DVOP and tracks services provided. (Page 30-31) Title I

Veterans requesting employment services complete a pre-screen form that determines if they meet the DOL definition for veteran with a SBE. Any veteran that meets that definition is referred to a DVOP or a job center career planner who will provide intensive services. These services include a comprehensive assessment, and an individualized employment plan. OVES staff work with partner agencies and programs to assure that priority of service is provided to veterans. Working closely with partner agencies assures that there is not duplication of services and that veterans receive all services that they are eligible and qualified to receive. The OVES LVERs are also integrated within the Job Centers and serve as members of the local business services team. LVERs are capacity builders that work with local area employers and community organizations. LVERs promote what veterans bring to the workforce and assist employers by connecting them to qualified veterans. LVERs serve as active participants in each WDA on the business service teams. The OVES' LVER and DVOP staff is integrated within the Job Centers of each of the 11 WDAs. (Page 49) Title I


The purpose of the MOU is to ensure seamless, coordinated, and effective VR services to Wisconsin's Veterans with disabilities by improving cooperation and collaboration among the three agencies, avoiding duplication of services, improving inter-agency communication and establishing staff cross-training opportunities. (Page 151) Title IV

Two initiatives were included in the Wisconsin Blueprint for Prosperity that will allow DVR to expand place and train opportunities for job seekers with disabilities and Wisconsin businesses.
Through DWDs statewide and local MOUs with the One-Stop Partners and Job Center network and DVR Workforce Investment Board MOUs, the requirements of 34 CFR Part 361.23(b) are satisfied. DVR also has an agreement with DOL funded Veterans services program to coordinate services for common customers and to deliver quality services for disabled veterans. (Page 223) Title IV

The State of Wisconsin OVES provides services to eligible veterans through a statewide network of DVOP and LVER staff. These services are available in one-stop centers, online, and in various outreach locations. OVES staff work with partner agencies and programs to assure that priority of service is provided to veterans. Working closely with partner agencies assures that there is not duplication of services and that veterans receive all services that they are eligible and qualified to receive. LVERs are members of the local business services team. LVERs also work with employers so that veterans become employed. (Page 249) Title IV

THE DVOP DUTIES, TO THE CASE MANAGED POPULATIONS SERVED, INCLUDE:
- Document and record all activity using the State of Wisconsin approved computer-based case management system. Paper case management folders are used for documents such as DD214s, certifications and Chapter 31 related information.
- Comprehensive assessment to identify barriers, education and skill levels.
- Develop an IEP with the client to identify the strategies to overcome barriers and to find employment. Conduct follow-up to determine progress in achieving employment and adjust the IEP as needed.
- As appropriate, make referrals to other agencies, supportive services, counseling, testing or job search workshops.
- Assist in employment seeking activities through preparation of resumes, cover letters and application forms; instruct in use of internet and/or JCW, and access to other materials and information, such as labor market analysis.
- Develop strong linkages with partner agencies to assure that there is an agreed understanding of the roles and responsibilities of the DVOP and partner staff in providing services to veterans.
- Coordinate with LVERs to refer veterans to job openings (Page 250) Title IV

OVES LVER and DVOP staff are located in the one-stop job center/career center network throughout the state of Wisconsin. LVERs are participating members of the job center business service teams. DVOPs partner with WIOA, WP, State VR staff, and other center based partner agencies, to develop employment plans and return veterans to self-sufficiency. Veteran service staff also partner with numerous non-job center based service providers. LVER staff partner with
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DVA, and the Wisconsin Employment Resource Connection. This partnership provides information on employment and training to active National Guard and National Guard and Reserve units. (Page 251) Title IV

Mental Health

DVR has identified sources of extended services. Students who receive Social Security benefits are eligible for extended services through the children’s waiver in Wisconsin. Other sources for students and youth may be county mental health funds for continued support in supported employment and IPS supported employment, including natural supports. DVR intends to explore all options for funds outside of DVR but will utilize general case service funds as well as funds available under 362.20 for youth and students who need support after job placement and prior to the availability of funding from sources of long-term support. (Page 169) Title I

When there is overlap of educational goals and employment/rehabilitation goals and services, a cost sharing arrangement may be negotiated between DVR, the school district, and Long-Term Care and/or Mental Health programs. To know who will pay for a service, all parties must be involved in transition planning in order to make a determination about appropriate services.

The following are general guidelines to help understand how decisions can be made under the DVR/DPI/DHS interagency agreement.

Test 1 - Will the service help to achieve the educational goal of the IEP? If yes, the school is primarily responsible for the service.
Test 2 - Will the service help to achieve the employment goal of the IPE? If yes, DVR is primarily responsible for the service.
Test 3 - If the same service appears on both the IEP and IPE, the school and DVR are responsible for negotiating a cost sharing arrangement (conflicts between schools and DVR are to be resolved utilizing the process outlined in the DPI/DVR/DHS Interagency Agreement).
Test 4 - If the student is over 18 and eligible for Medicaid long-term care services and supports, and chooses to enroll in a Long-Term Care and/or Mental Health program, the three agencies are responsible for negotiating a cost sharing arrangement to determine resources for each individual’s situation. (Conflicts between agencies are to be resolved utilizing the process outlined in the DPI/DVR/DHS Interagency Agreement. (Page 174) Title IV

DVR updated the interagency agreement with the state’s DPI in December of 2010. The agreement also includes DHS, Division of Long Term Care, Division of Mental Health and Substance Abuse Services, and Division of Public Health. This agreement describes the roles and responsibilities of the tri-agency state partnership which includes DVR, DPI, and DHS with respect to supports and services to youth-in-transition from high school and adults with disabilities who have an expectation for integrated competitive employment.

DVR has worked with DPI to update this agreement to revise and align with transition-related requirements with the Rehabilitation Act, as amended by WIOA. Currently, DVR is awaiting the
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SEA review and approval to complete final signature updating our agreement from 2010. We expect the agreement will be finalized in calendar year 2018. Once the agreement is assigned and in effect, the agreement is valid beginning on the date of signatures and will continue until it is replaced by a new agreement, terminated upon mutual agreement, or requested in writing by either party. (Page 187) Title IV

DVR will continue to work collaboratively with DHS to increase statewide supported employment resources. Efforts will focus on increasing access to SES as well as Long Term Employment Supports, and financial coordination of these services. DVR has collaborative relationships with The Division of Mental Health and Substance Abuse services that contract with counties and other entities for Mental Health services including IPS (via Medicaid waiver approved funds) (Page 205) Title IV

DVR entered into an agreement with DHS to pilot a new comprehensive approach for the provision of supported employment to individuals with chronic and persistent mental illness called IPS. The Wisconsin IPS system change grant partnership with Dartmouth College Community Mental Health Program provides funds for mental health care employment service expansion and technical assistance. As part of the 3-year initiative, DVR counselors and job development and placement, providers will be trained in the new methodology that incorporates employment into mental health service delivery. If successful, this new methodology will be deployed statewide, expanding as counties have the resources to serve this population. (Page 224) 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