

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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DIVISION OF VOCATIONAL REHABILITATION

CONSUMER SERVICES

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- **Understand DVR's Referral and Application process**
- **Learn about DVR's Eligibility Criteria**
- **Discuss DVR Services**
- **Explore Collaboration Opportunities**
- **Address your questions about DVR**

LEARNING TARGETS



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WHAT IS DVR?

❖ **Division of Vocational Rehabilitation**

❖ **A state agency within the Department of Workforce Development**

❖ **Funding is 80% Federal, 20% State**

❖ **Mission: To assist individuals with disabilities obtain, maintain or improve employment**

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WHO IS DVR?



- Vocational Counselors, Case Coordinators, Managers, Business Service Consultants
- VR Counselors work with individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, or the stress of daily life.
- Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement (21-1015.00 - Rehabilitation Counselors from O*Net Online)
- WI DVR counselors hold Masters Degrees and a Professional Counseling License

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WHERE IS DVR?



- **11 Workforce Development Areas**
- **41 Field Office Locations**
- **Administrative Office in Madison**
- **Online-Information Center, Referral, Contact**

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WHAT IS ORDER OF SELECTION (OOS)?

❖ OOS takes a look at how a person's disability affects 7 different areas that relate to work

❖ Mobility, Communication, Self-Care, Self-Direction, Interpersonal Skills/Acceptance, Work Tolerance, Work Skills

❖ DVR serves the people with the most serious limitations due to disability first. This is required by Federal Law

❖ When we can't serve everyone immediately, we need to have a WAIT LIST, DVR calls it Order of Selection

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WHAT'S AN IPE?

❖ Individualized Plan for Employment (Not to be confused with an IEP!)

❖ DVR helps consumers to develop a plan to get a job, keep a job, or get a better job.



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DVR 101 and Mental Health

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DVR IS ABOUT PLANNING

"If you don't know where you are going, you'll end up someplace else."

Yogi Berra

WHAT CAN DVR DO? LOTS!

- Guidance and Counseling
- Job Search and Placement Assistance
- Information and Referral Services
- Transition to work services for students with disabilities in high school
- Supported Employment services for persons with severe disabilities; includes time-limited on-the job supports
 - Rehabilitation Technology
 - Vocational and other Training
 - Disability and Employment Assessment
 - Transportation
- Occupational licenses, tools and other equipment
- Assistance in small-business plan development
 - Interpreter services
 - Rehabilitation teaching services
 - Diagnosis and treatment
 - Post-employment services

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COMPARABLE BENEFITS

- **Must look at other sources in the community prior to using DVR funds**
- **Examples: financial aid, transit services, computer labs, health insurance, Medicaid**
- **Cost sharing (braiding) between agencies**

WHAT IS WIOA?

- **Workforce Innovation and Opportunity Act**
 - Signed into law by President Obama on July 22, 2014 and finalized June 30, 2016.
 - What programs does WIOA cover?
 - Employment and Training Programs: Adult, Youth, Dislocated Worker, Wagner Peyser
 - Adult and Technical Education
 - Vocational Rehabilitation
 - Title IV of WIOA reauthorizes the Rehabilitation Act of 1973 – governs the VR program
 - WIOA includes a strong emphasis on transition services to students with disabilities and providing services to sub-minimum wage workers with disabilities

**HOW DOES WIOA AFFECT DVR
TRANSITION SERVICES?**

- ⊙ DVR, in collaboration with the LEA, shall provide or arrange to provide Pre-employment Transition (PETS) to students with disabilities (up to age 21).
- ⊙ What are PETS?
 - 1) Job exploration counseling
 - 2) Work-based learning experiences
 - 3) Counseling on opportunities for transition or post-secondary educational or higher education programs
 - 4) Workplace readiness training to develop social skills and Independent Living
 - 5) Instruction in self-advocacy, which may include peer mentoring

**HOW ARE THESE PRE-EMPLOYMENT
TRANSITION SERVICES (PETS)
PROVIDED?**

- ⊙ DVR must annually expend 15% of its federal grant amount on PETS – effective NOW
- ⊙ DVR counselor time spent on this activities, i.e. counseling can be counted
- ⊙ Collaboration with DVR and schools to provide complementary services
- ⊙ Building on existing services the schools already provide
- ⊙ DVR and schools continuing to outreach to parents and students – referring students at least 2 years prior to graduation
- ⊙ DVR staff assigned to each high school in Wisconsin

**WHAT IS SECTION 511 OF WIOA
TITLE IV?**

- ⊙ This section limits the use of sub-minimum wage employment
- ⊙ Requires effective July 22, 2016 a series of steps be taken before an individual under the age of 24 can be placed in a job paying less than minimum wage, e.g. pre-vocational services at rehabilitation facilities
- ⊙ Also prohibits school from contracting with sub-minimum wage providers
- ⊙ DVR contractor will have annual contact with existing workers to provide information and career counseling related to integrated and competitive work.

SUPPORTED EMPLOYMENT SERVICES

- Several models used in Supported Employment with some common elements.
- In depth assistance with job development in the community
- DVR provides through our contracted job development agencies and/or individuals
- Jobs developed based on consumer interests and abilities
- On-the-job support provided by a job coach or co-worker (paid or unpaid) based on individual's needs
- Job must pay what the going rate is for the position/that employer

INDIVIDUALIZED PLACEMENT AND SUPPORT (IPS)

- IPS supported employment helps people with severe mental illness work at regular jobs of their choosing.

Although variations of supported employment exist, IPS (Individual Placement and Support) refers to the evidence-based practice of supported employment.

- Began in WI in 2010
- IPS sites are provided with technical assistance, training and recommendations to adhere to the principles of IPS and the Dartmouth model.

INDIVIDUALIZED PLACEMENT AND SUPPORT (IPS)

- Characteristics of IPS Supported Employment
 - * It is an evidence-based practice
 - * Practitioners focus on each person's strengths
 - * Work promotes recovery and wellness
 - * Practitioners work in collaboration with state vocational rehabilitation counselors
 - * IPS uses a multidisciplinary team approach
 - * Services are individualized and long lasting
 - * The IPS approach changes the way mental health services are delivered

INDIVIDUALIZED PLACEMENT AND SUPPORT (IPS)

Practice Principles of IPS Supported Employment

1. Focus on Competitive Employment
2. Eligibility Based on Client Choice
3. Integration of Rehabilitation and Mental Health Services
4. Attention to Worker Preferences
5. Personalized Benefits Counseling
6. Rapid Job Search
7. Systematic Job Development
8. Time-Unlimited and Individualized Support

INDIVIDUALIZED PLACEMENT AND SUPPORT (IPS)



PEER SUPPORT IN DVR

- DVR supports individuals via DVR IPE services who wish to become Certified Peer Support Specialists
- In some locations Peer Support Specialists are accompanying consumers to DVR meetings.
- Peer Support Specialists often play an active role in IPS.

SUCCESSFUL CLOSURE

- Once individual has maintained employment for minimum of 90 days, DVR will close file successfully.
- For consumers in Supported or Customized Employment this 90 day timeframe begins once the transition to Long Term Support (LTS) has occurred.
- Allows for others to come off wait list.
- Post employment services.
- Can reapply for services at anytime.

HIGHLIGHTING COLLABORATION

- State Departments: DHS, DPI, DCF
- UW and Wisconsin Tech Colleges
- Wisconsin Association of Independent Colleges and Universities (WAICU)
- Native American Vocational Rehabilitation (Federal 121 Program)
- Job Center and other WIOA Partners
- Veterans Administration
- Client Assistance Program

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QUESTIONS

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Consumer Services

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