

THE DVR PROCESS

THE VOCATIONAL REHABILITATION (VR) PROCESS AND YOUR CHOICES IN THE PROCESS
The information is funded by Rehabilitation Services Administration (V) Clear Assessment Program grant 81516A0034.

Eligibility and VR Waiting List	Gather Information on Job(s) & Your Disability	Plan for Employment (IPE)	Employment & Follow-up	Closure - End VR Services (at this time)
<p>Eligibility: You are eligible if your disability is keeping you from getting or keeping a job that uses your skills and abilities. AND You require VR services to deal with your disability limitations so you can reach your job goal.</p> <p>Waiting List: When VR does not have enough funding, VR must use a waiting list process called Closure Decision. An eligible person will be placed on the waiting list and contacted by VR when VR can work with them.</p> <p>As people get jobs, VR contacts the next names on the waiting list.</p> <p>Your Choices: Bring your disability information to VR or sign release forms so VR can get disability records. Ask VR to pay for a disability evaluation if you do not have complete or current disability information.</p> <p><small>8/8/2016 Timeframe: 60 days</small></p>	<p>Questions to Answer: Do you know what types of jobs match your skills? Do you know if those jobs are available where you plan to live and work? If you receive disability benefits, will your job goal give enough to replace your benefits? If you cannot work fulltime, will your job goal anticipate your benefits? How can the limitations caused by your disability be addressed? Do you need your disability assessed by an expert who can answer these questions?</p> <p>Your Choices: Find the answers to these questions and share them with your VR Counselor. Work with your VR Counselor to find the answers. Select service providers who can help you find the answers.</p> <p><small>8/8/2016 Timeframe: 60 days</small></p>	<p>You Must Take the Steps: You and VR need to agree on the Plan for Employment. You need to agree on your job goal and what you and VR need to do to reach your employment goal.</p> <p>Questions to Answer: What will you need to do address the limitations of your disability? What will you do to learn the skills for your job goal? (ie, schooling, work experience, on-the-job training?) Do you need new assessments to answer these questions?</p> <p>Your Choices: Write the Plan with VR help, by yourself, or with help from someone else. Work with your VR Counselor to find the answers. Select service providers who can help you find the answers.</p> <p><small>8/8/2016 Timeframe: 60 days</small></p>	<p>Setting Employment: You are ready to apply for current jobs or change jobs if your current job is not using your skills. Do you know how to use Job Center resources to find jobs? Do you need help from a Job Placement person?</p> <p>Job Follow-Up Activities: When you are hired, keep in touch with VR to let your VR Counselor know how it is going. If you find there are things you cannot do contact your counselor right away.</p> <p>Your Choices: You can extend the 90-day follow-up if you are having problems on the job.</p> <p><small>8/8/2016 Timeframe: 60 days</small></p>	<p>When Active VR Changes How Your VR Plan is Closed: VR should not close your case until you and your VR Counselor discuss it. If you cannot be reached, VR will close your case. This allows them to serve people on the waiting list.</p> <p>Reasons to Close Your Case: 1. You are working at a job related to your job goal. 2. Your disability or personal matters are causing you problems when working with VR at the time. 3. You cannot risk losing your disability benefits, such as your health care benefit. 4. You cannot get a job that replaces your benefits.</p> <p>Your Choices: You can request to VR at any time. Your VR case will be closed when you are successfully employed or when you are not able to achieve work on reaching your job goal.</p> <p><small>8/8/2016 Footer Text</small></p>

REFERRAL AND APPLICATION PROCESS

- ❖ **High School Students should apply at least two years prior to ending school services**
 - ❖ **Under 18 or over 18 but not own guardian, the legal guardian must sign all documents**
 - ❖ **On Line Referral process**
 - ❖ **Eligibility and Order of Selection**
 - ❖ **What is It?**
 - ❖ **What is expected?**
- 8/8/2016 Footer Text

WHO IS ELIGIBLE FOR DVR?

- ❖ **To be eligible you must have a documented medical or psychological disability that presents a barrier to employment and requires DVR services.**
 - ❖ **DVR staff and the applicant will work together to gather needed information**
 - ❖ **Meeting to learn about DVR**
 - ❖ **Sign releases of information to get written documentation**
 - ❖ **Will use existing information to the greatest extent possible: School IEP, Functional Screen, previous medical records**
 - ❖ **Documentation gathered and processed by Stout Vocational Rehabilitation Institute. (SVRI)**
 - ❖ **DVR may refer applicant for additional assessment if needed**
- 8/8/2016 Footer Text

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**
- 8/8/2016 Footer Text

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.**
- 
- 8/8/2016 DVR 101 and Mental Health

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

8/8/2016 Footer Text 13

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 Peysner
 - 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

8/8/2016

Footer Text

26

QUESTIONS

KATHLEEN ENDERS 414-750-0268
DVR PROGRAM AND POLICY ANALYST

Consumer
Services



8/8/2016

27