

Wisconsin DVR State Plan Final 2016-2020

f. Arrangements and Cooperative Agreements for the Provision of Supported Employment Services

(Formerly known as Attachment 4.8(b)(4)). Describe the designated State agency's efforts to identify and make arrangements, including entering into cooperative agreements, with other State agencies and other appropriate entities in order to provide supported employment services and extended employment services, as applicable, to individuals with the most significant disabilities, including youth with the most significant disabilities.

In Wisconsin, the supported employment program is administered by the designated state agency, the Division of Vocational Rehabilitation (WDVR) within the Wisconsin Department of Workforce Development.

In 2015, an extensive effort was completed related to examining to the needs of individuals who may need supported employment. WDVR examined data provided by the Department of Public Instruction, 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 supported employment services 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 9,400 individuals. The current average caseload of total individuals served with an active IPE in Wisconsin is 16,000 individuals. WDVR is projecting a possible increase of approximately 2000 individuals in 2016 needing supported employment services. 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.

Changes to Supported Employment services 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 a number of internal and external stakeholder groups identified improvements. A workgroup of DVR staff and DHS staff reviewed the current technical specifications and identified improvements. In 2011, supported employment providers were asked to complete surveys and share information about how services are provided to consumers related to hours, travel, length and type of services.

Services will be streamlined and provide lasting value and outcomes to the individuals served. WDVR will pilot approaches, which will encourage rapid engagement, and improved support services encouraging natural supports, evidence based practices and a more rapid and sustainable transition to long term supports.

Supported Employment services 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.

Use of Benefits Analysis services will be encouraged for all consumers in Supported Employment receiving benefits in order to address hesitations and foster economic independence and economic self-sufficiency. Youth will be encouraged to explore paid work options prior to an application for benefits.

Use of systematic instruction principles will be piloted and if successful, will be incorporated into supports in Supported Employment. This strategy should assist in higher quality placements, a quicker and more successful transition to long-term supports, which should, in turn, address some capacity concerns in the long-term care system.

Supported Employment funds will be provided to youth with significant disabilities needing supported employment to utilize at least 10% of the budget required by WIOA. The remaining funds will be provided to adults with significant disabilities. It is expected that WDVR will supplement the funds provided in the supported employment grant by a multiple of five. Historically the WI VR program has used case aids to provide supported employment services to DVR consumers with a typical annual expenditure of just less than \$6.7 million in supported employment services. The WDVR case management system has the ability to identify cases and expend the funds allotted as required by RSA.

DVR will continue to work collaboratively with the Department of Health Services to increase statewide supported employment resources. Efforts will focus on increasing access to Supported Employment Services 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 Individual Placement and Support (via Medicaid waiver approved funds).

The Division of Long Term Care within the Department of Health Services uses a Managed Care approach to provide employment services to individuals with developmental and physical disabilities. This approach is undergoing some change in the administration of the program and some structural details are unknown, DVR has had and continues to expect a collaborative partnership with the Department of Health Services in pursuit of competitive integrated community based employment. DVR expects to be a partner in the development of comprehensive pre-vocational services with the Department of Health Services to provide a coordinated set of services to prepare individuals working at sub-minimum wage in center-based settings for opportunities to participate in competitive, integrated work.

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.

WDVR continues to work with disability specific stakeholder and advocacy groups as well as professional organization such as APSE to coordinate and consult on system change efforts, service provider training and quality improvement. Many DVR staff members serve on statewide boards and councils to gather feedback and provide input on continued efforts related to collaboration and coordination.

DVR will continue 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 Pre-Employment Transition Services (PETS) to transition students while still in high school, ensuring a more hopeful employment path when reaching adulthood. 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 Individualized Education Plans (IEP's) and Individualized Plans for Employment (IPE's). DVR has also developed and will continue to utilize a Youth On-the-Job (Y-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.

The WI VR case management system has the ability to identify cases and expend the funds allotted as required by RSA.

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 supported employment services in Wisconsin.

In 2017, the Department of Public Instruction (DPI) will begin to use an academic and career plan (ACP) for all Wisconsin public school students. DVR was a member of the advisory group to develop components and rules related to the use of these plans. The ACP will begin development in the elementary years, including school sponsored activities related to work, labor market, training and occupational choice. The ACP will be used in the development of both the IPE and IEP in Wisconsin to augment PETS and career preparation and exploration activities.

Students and Youth in transition can utilize any typical DVR service if identified in the IPE. Identified Supported Employment services include; completion of a Career Profile, short and longer term paid work options, exposure to work environments through job shadows, workplace tours and peer success stories, supported employment job development, systematic instruction, job retention services, use of natural supports, transition to long term support providers and funding and post-employment services.

Customized Employment services can be used if an individual has not been successful utilizing typical supported employment services.

Supported Employment services 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 case manager, the guardian or anyone else the consumer chooses to invite.

DVR will develop and implement printed materials and provide outreach and technical assistance to schools and families to share supported employment and other resources for employment related services.

DVR has identified some 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. 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.

DVR will work with existing stakeholders in the long-term care system and maximize resources to identify, recruit, and train a high quality provider network and to address challenges related to the capacity of the service provider network in Wisconsin.

In Wisconsin, extended service funding is available through Managed Care and County funded mental health services. DVR is planning to pilot systematic instruction principles and if successful, will be incorporated into supports in Supported Employment. This strategy should assist in higher quality placements, a quicker and more successful transition to long-term supports, which should, in turn, address some capacity concerns in the long-term care system.

It is expected that WDVR will supplement the funds provided in the supported employment grant by a multiple of five. Historically the WI VR program has used case aids to provide supported employment services to DVR consumers with a typical annual expenditure of just less than \$6.7 million in supported employment services.

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. Due to the nature and scope of the changes expected in the long-term care system in Wisconsin, it is difficult to know how this will be accomplished but it is expected that treatment and service plans will continue to include and involve active collaboration with DVR.

DVR is planning on the implementation of Systematic Instruction strategies in the Supported Service Array for training of work skills while in a community based job at an employer site. Systematic instruction requires an examination of the job, tasks within the job, accommodations, training, reinforcement and natural supports for transition to long-term sustainable supports.

DVR is planning on use of the IPS Career Profile in lieu of traditional assessment to provide a more rapid and higher quality job matching efforts that take into account the consumers preferences.

WDVR will utilize Department of Workforce Development tools, including Job Center of Wisconsin and Skill Explorer, when appropriate.

Administrative funds for VR staff are charged to Title 1 B dollars and the administrative costs are reported to RSA as zero.

WDVR plans to continue to utilize state general-purpose revenue for the match required continued federal funding for supported employment services.

Will meet quarterly with Wisconsin's Work Incentive Coordinator to ensure accurate and timely information for staff and customers is used.