

## STATE GOALS AND PRIORITIES

Overall Values:

DVR values:

- Enabling the individual with a disability to increase their self-sufficiency through education and employment;
- Community partners and collaborators who share the expectation to increase individual self-sufficiency through education and employment;
- Competent employees and colleagues who are knowledgeable in rehabilitation and committed to serving individuals with disabilities to increase their self-sufficiency and employment;
- DVR leaders who demonstrate the commitment, knowledge and experience to lead the program and employees to increase education and employment opportunities with persons with disabilities; and
- Sound fiscal and administrative practices that support all DVR personnel, community partners and individuals with disabilities to achieve self-sufficiency and employment.

### 1. WRC Joint Development of Goals

To align with the requirements and performance expectations of the Rehabilitation Act and the implementing regulations, the DVR, in conjunction with the DSA (the Department of Workforce Development), the Governor, and the Wisconsin Rehabilitation Council (WRC) has developed annual goals and priorities that are consistent with the provisions and requirements of section 106 of the Act and with the regulations found in 34 CFR, parts 361.80 through 361.89 and generally with the spirit and intent of WIOA.

DVR believes that all individuals that apply and seek assistance have the ability and desire to work. DVR commits itself to assisting disabled individuals with achieving dignity through work. Consistent with our mission, and our values, DVR, as expressed in public hearings and stakeholder feedback sessions, agrees that “employment first” reflects DVR’s core set of principles and practices that promote individualized planning and support for employment options for all disabled individuals and that it is the primary goal of our services.

The WRC assists the DVR in the preparation of the State Plan and amendments to the plan, applications, reports, needs assessments and evaluations required by the Rehabilitation Act and subsequent amendments.

The WRC has committees that assume duties assigned to the Council in the Rehabilitation Act. The WRC Evaluation Committee studies VR performance in serving specific groups of disabled individuals and reviews consumer satisfaction survey responses. The WRC Reports Committee develops the WRC Annual Report and assists with the development of the State Plan. The Executive Committee oversees the work of the Council and assures that Council functions and responsibilities are carried out.

The Council, as a whole, monitors DVR goals and priorities by reviewing service and fiscal data and the waiting list, and advising on systemic issues, such as how the DVR works with Job Centers and other state agencies. Based on its monitoring activities, the WRC provides on-going advice to the DVR on performance and service priorities. The DVR's Policy Academy, a key body of direct services and management that meets monthly to shape policies around goals and priorities, includes a WRC liaison member.

(2) Identify the goals and priorities in carrying out the VR and Supported Employment Programs

Priority #1: The DVR shall assist eligible individuals, including individuals with a significant disability, to obtain, maintain, or regain high quality employment.

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 opportunities to share their talent with the community and businesses.

Programmatic Goal 2: DVR will transition to an outreach model to encourage students with disabilities to seek services and obtain the career and employment supports needed to help with their post-secondary employment success.

Programmatic Goal 3: Utilize evidence-based practices that advance the employment of individuals with the most significant disabilities needed additional 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.

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

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.

Programmatic Goal 5: DVR will meet and exceed the expenditure requirement under WIOA requiring at least 50% of supported employment funds on youth with significant disabilities.

Supported Employment funds will be provided to youth with significant disabilities needing supported employment to utilize at least 10% of the budgetary required by WIOA. The remaining funds will be provided to adults with significant disabilities. It is expected that WI DVR will supplement the funds provided in the supported employment grant by a multiple of five. Historically the WI DVR 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. 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.

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 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 receiving center-based services for competitive, integrated work and further opportunities with DVR.

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.

Programmatic Goal 7: DVR will continue to operate its Business Services Initiative with 20 business service consultants working with regional workforce business service teams, conducting outreach to businesses to identify their talent needs, and offering technical assistance to workforce partners and businesses on ADA and accommodations for people with disabilities

Programmatic Goal 8: Increase temporary work, paid internship, and on-the-job training opportunities for job ready DVR consumers and for consumers who were transition age at application.

The goals also address the performance of the DVR on the federal VR program standards and indicators, on the WRC recommendations and the RSA annual reviews and periodic on-site monitoring of DVR's program.

(3) Ensure that the goals and priorities are based on an analysis for the following areas:

(A) the most recent comprehensive statewide assessment, including any updates  
DVR has assessed the population currently not attached to the labor force and have focused outreach and collaboration with providers and agencies that can assist DVR with providing opportunities to those individuals needing employment services.

DVR is also assisting our workforce partners with technical assistance to ensure that the general

(B) The State's performance under the performance accountability measures of section 116 of WIOA

WI DVR has had a successful employment service approach to its customers, both those seeking employment assistance and businesses needing employment talent, and feels confident that we will meet and exceed these measures. DVR over the last three performance years have greatly exceeded our employment goals. With added attention to retention and documenting credentials and skills, continue to feel confident of our future success under the new WIOA measures.

(C) Other available information on the operation and effectiveness of the VR program, including any reports received from the State Rehabilitation Council, finding, and recommendations from monitoring activities conducted under section 107.

In 2015, an extensive effort was completed related to examining the needs of individuals who may need supported employment. WI DVR 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 potential 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.

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. WI DVR 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.