

The Next Approach to Planning

WIOA and the Voice of Disability

The Next Approach Agenda

1. Overview of What has Changed for VR
2. The Big Planning Template
3. Possible Benefits and Cautions
4. The VR Services Portion Template
5. The Fruits of a Long-standing Unified State Plan
6. What hasn't Changed in VR
7. Immediate Decisions for Consideration

What has changed for VR Planning

1. VR no longer submits a self-standing State Plan for serving persons with disabilities, but rather submits its portion of the Unified State Plan to the South Dakota Work Force System.
2. Ultimately the VR Portion of the Plan must be approved by both the federal departments of Education and Labor
3. The timelines for state planning have changed from a three year cycle to a four year cycle with a mandatory update at two years. (CSNA is still 3 years?)
4. Deadlines for preparation of submission are shifting from a Federal Year to the State Year
5. VR's performance and reporting requirements

What has changed for VR Planning

6. The VR management system as it relates to the reporting and evaluation of it's community rehabilitation programs
7. Transitions programming requirements
8. Subminimum work Rules
9. Expanded Interagency cooperation requirements
10. Comprehensive System of Staff Development

What has Changed for VR Planning

*The new path for Disability Community's
goal/need/strategy*

- Step I: Preparation of the *Vocational Rehabilitation Services Portion* of the Unified State Plan
 - Public Hearings?
- Step II: Submission of the VR Portion of the Unified State Plan to the State Board for consideration in the context of the Unified State Plan
 - Public Hearings
- Step III: Submission to Labor and Education for final approval
 - *Before the Secretary of Labor and the Secretary of Education approve the Unified State Plan, the vocational rehabilitation portion of the Unified State Plan described in WIOA must be approved by the Commissioner of the Rehabilitation Services Administration.*

The Big Planning Template

The WIOA Unified Plan

- The Unified Plan contains two major content areas:
 - 1. Strategic elements**
 - State analyses of economic and workforce factors
 - an assessment of workforce development activities,
 - formulation of the State's vision and goals for preparing an educated and skilled workforce that meets the needs of employers, and a strategy to achieve the vision and goals
 - 2. Operational planning elements.**
 - State strategy implementation
 - Operational planning elements include, State operating systems and policies, program-specific requirements, assurances, and other requirements imposed by the Secretaries of Labor or Education

*“The plan requirements also emphasize the use of economic and labor market information to ensure that the Governor's vision and State strategies are based on a thorough understanding of the economic opportunities and workforce needs of the State, **to align** the best interests of job seekers and employers with the economic future of the State”.*

The Big Planning Template

Who Convenes the big plan?

- The Department envisions that the State Board will serve as a convener of state, regional, and local workforce system partners to enhance the capacity and performance of the workforce development system; align and improve employment, training, and education programs, and through these efforts, promote economic growth.
- WIOA, (*regulations*) require the majority of State Board representatives to be from businesses or organizations in the State. These representatives must either be the owner or chief executive of the business or be an executive with optimum policy-making or hiring authority . . .

The Big Planning Template

Who are the Required Service Partners

- States must have approved State Plans in place to receive funding for the six core programs under WIOA—
 1. Adult,
 2. Dislocated worker, and
 3. Youth programs (title I of WIOA);
 4. the AEFLA program (title II of WIOA);
 5. the Wagner-Peyser Act employment services program (title III of WIOA); and the
 6. Vocational Rehabilitation program under title I of the Rehabilitation Act of 1973 (title IV of WIOA).

Projected Benefits of the New Approach

1. A stronger **alignment** of VR counseling and IPE goals with the Work Force requirements of the State's economy.
2. An steadily improving system of work force information available to the people we serve and our staff.
3. A more seamless experience for persons with disabilities as they navigate the work force challenges presented by the experience of disabilities.
4. A reinforced support system for the VR services portion of the state planning goal strategy and goals.

Cautions regarding this approach

1. It is critical VR services Portion of the Unified State Plan continue to deliver effectively deliver and represent the disability community's aspirations and goals to the larger Work Force planning process through its CSNA and strategic plan.
2. Increased performance and reporting requirements with essentially level resources will likely put additional pressure on existing line staff and administrative infrastructure.
3. The new emphasis on training programs could have an impact in VR spending levels upwards.
4. To preserve the existing excellent relationships between VR and the larger Work Force partners, the new South Dakota Work Force planning process must be transparent and explicit in its sequence and deadlines.

'The VR Services' Portion Template

to receive funds under this Title . . . , a State shall submit, and have approved by the Secretary and the Secretary of Labor, a unified State plan in accordance with section 102, . . . The unified or combined State plan shall include. . . the 'vocational rehabilitation services' portion); the provisions of a State plan for vocational rehabilitation services, described in this subsection.

The VR Services Portion Template

Our future planning guidelines

I. Assurances and Reporting

II. Annual state goals and reports of progress

(A) Assessments and estimates

(B) Annual estimates

(C) Goals and priorities based on

(A) CSNA

(B) Performance

(C) other available information on the operation and the effectiveness of the vocational rehabilitation program

(D) Service and outcome goals for categories in order of selection

(D) Strategies

The VR Services Portion Template

Comprehensive Statewide Needs Assessment (CSNA)

The federal categories of populations to assess:

I. Individuals with the most significant disabilities

II. individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program

II. individuals with disabilities served through other components of the statewide workforce development system

IV. Youth with disabilities, and students with disabilities, including their need for pre-employment transition services or other transition services;

(V) include an assessment of the needs of individuals with disabilities for transition services and pre-employment transition services, and the extent to which such services provided under this Act are coordinated with transition services provided under the Individuals With Disabilities Education Act (20 U.S.C. 1400 et seq.) in order to meet the needs of individuals with disabilities.

The VR Services Portion Template

The VR Challenge in Needs Assessment

*WIOA Goal: “to **align** the best interests of job seekers and employers with the economic future of the State”.*

Two Levels of required VR needs assessment in preparation for aligned Unified Strategy:

- I. Assess through comprehensive statewide needs assessment (CSNA) the best interests of the disability community as those interests relate to vocation and employment:
- II. Assess through needs assessment at the individual with a disability/counselor level the best individual's best interests as those interests relate to vocation and employment.

A ‘Client Service’/ ‘Work Force demand’ alignment approach

The DRS Services Portion Template

The Fruits of a Long-standing Unified State Plan

DRS Existing State Plan Goals

1. *Students will enter their adult lives capable of self-advocacy with sufficient experience to make choices about work and career, being appropriately supported and living as independently as possible.*
2. *A strong statewide community with DRS presence and partnerships with business, service providers, schools and service organizations.*
3. *DRS clients will have greater access to transportation services needed to obtain and maintain employment.*
4. *A VR Services delivery system that results in enhanced earnings, employee benefits, retention and career advancement for individuals with the most significant disabilities.*
5. *DRS clients will have the skills, motivation and supports necessary to make an informed choice for successful daily living, money management, personal and work relationships.*

The SBVI Services Portion Template

The Fruits of a Long-standing Unified State Plan

SBVI Existing State Plan Goals:

1. *Develop outreach methods so that referral sources, employers, and citizens who are blind or visually impaired are aware of the unique services provided by SBVI.*
2. *Improve the earnings, benefits, and career advancement for consumers who receive services from SBVI.*
3. *Ensure that Vocational Rehabilitation consumers receive services that result in optimal employment outcomes.*
4. *Strengthen the agency's ability to provide quality services to minority populations in South Dakota.*
5. *Provide quality transition services to eligible students that facilitate the students' movement from school to post-secondary education and/or employment and results in successful employment.*

What hasn't changed in VR Service Delivery

The decision to “align” still formally and legally rests in the informed choice of the client and the VR counselor’s formal support of that decision.

The Enhanced Challenge to VR is strengthening the information service that:

- a. provides credible, timely employment information leading to improved informed choices in the decision of the employment goal by the client.
- b. Provides the VR staff with sufficient information to genuinely evaluate and decide regarding level of support and service needs.
- c. Raises to the highest possible level the probability our clients choose occupations that align with the occupational future needs of South Dakota.

What hasn't changed in VR Service Delivery

- Informed Choice
- Dual Signature IPE
- Due Process
- Client Assistance Program

Immediate Decisions for Consideration

DRS and SBVI Boards

- The CSNA Team
- The Scope of the 2016 CSNA
- The Gathering of any new Data and Narrative
- The Analysis and Findings Deadline

The balance of slides were prepared but in the interest of time and focus I cut them unless you think we should use any of them

THE END