**RAISE Summit WIOA Fact Sheet**

**Pre-Employment Transition Services (Pre-ets)**

* 15% of each state’s public VR funds must now be used for “pre-employment transition services” [§ 361.65(a)(3)]
* Permitted to be provided to all “students with disabilities” regardless of whether they have applied for VR services. [§ 361.48(a)(1)]
* This is in addition to transition services, which has been retained
* For students, employment outcome may be the projected post-school outcome
* “Student with a disability”: [§ 361.5(c)(51)]
  + Enrolled in school – includes post-secondary education and homeschoolers as well as other non-traditional post-secondary educational programs
  + Age 16 – 21 unless a state chooses to provide transition services within a different age range under IDEA
  + Receiving transition services under IDEA or is an individual with a disability as defined under Section 504 of the Rehabilitation Act.
  + The goal is to increase the potential of VR to maximize the use of the funds reserved for pre-employment transition services by increasing the number of students who fall within this category [comment to the above regulation].
* Required Activities [§ 361.48(a)(2)]
  + Job exploration counseling
  + Work-based learning experiences in integrated settings, in and out of school
  + Counseling on post-secondary opportunities
  + Comprehensive transition programs
  + Programs at institutions of higher education
  + Workplace readiness training
  + Social skills
  + Independent living skills
  + Self-advocacy skills
  + Person-centered planning, peer mentoring with people with disabilities who are working in competitive, integrated environments

**Definition of “Competitive, Integrated Employment” [§ 361.5(c)(9)**

* The optimal employment outcome under WIOA:
* Full or part-time work at minimum wage or higher
* Wages and benefits similar to those without disabilities performing the same work
* Fully integrated with co-workers without disabilities
* Same promotion/advancement potential as co-workers without disabilities
* Definition of “integrated” 361.5(c)(9)

(ii) Is at a location—

(A) Typically found in the community; and

(B) Where the employee with a disability interacts for the purpose of performing the duties of the position with other employees within the particular work unit and the entire work site, and, as appropriate to the work performed, other persons (*e.g.,* customers and vendors), who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons.

**Supported Employment**

* **Who Does The Supported Employment Program Serve?** [34 CFR §§361.5(c)(53)
  + - * Individuals, with a most significant disability, who are pursuing Competitive Integrated Employment (CIE) including Customized Employment:
      * For whom competitive employment has not historically occurred or
      * For whom competitive integrated employment has been interrupted or intermittent as a result of a significant disability and
      * Who because of the nature and severity of their disability need intensive supported employment services and extended services
      * Supported employment should not be considered automatically as the first choice for individuals with significant or the most significant disabilities.
      * For those individuals “who need intensive services and ongoing supports to achieve an employment outcome and should be considered after a comprehensive assessment of the rehabilitation needs of the individual when determining an individual’s employment goal consistent with his or her unique strengths, priorities, concerns, abilities, capabilities, interests, and informed choice.” RSA Supported Employment FAQs, page 3 (May 2017)
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* **What Are Supported Employment Services?** [34 CFR §361.5(c)(54)
  + - * Ongoing support services, including customized employment, and other appropriate services needed to support and maintain an individual with a most significant disability
      * Organized and made available, singly or in combination, in such a way as to assist an eligible individual to achieve competitive integrated employment.
      * Based upon the needs specified in the Individualized Plan for Employment (IPE).
      * May include supplementary assessments of rehabilitation needs, the provision of skilled job trainers for the individual at the worksite, social skills training, follow-up services, facilitation of natural supports at the worksite, and other applicable services defined within the scope of services in 34 CFR §361.48(b). RSA Supported Employment FAQs, page 4 (May 2017)
    - **Employment Outcome Changed Under WIOA** [§ 361.5(c)(53)(i)
      * Desired VR Employment Outcome under WIOA 🡪 Competitive Integrated Employment (CIE)
      * If an individual is pursuing a supported employment outcome and is currently employed in an integrated setting, but is not making competitive wages (at least minimum wage), this must be a “short-term” arrangement
      * The six-month short-term basis period [an additional six months may be available in limited circumstances] begins after an individual has completed up to 24 months of supported employment services (unless a longer period of time is necessary based upon the individual’s needs) and the individual has achieved a supported employment outcome -- the individual is stable in the supported employment placement for a minimum period of 90 days following the transition to extended services. [RSA Supported Employment FAQs, page 5 (May 2017)
    - **Supported Employment Services Timeframe** [§ 361.5(c)(54)(iii)
      * The standard supported employment services timeframe has been extended from 18 to 24 months – with an option to increase it, if needed.
      * “The extension provides additional time for individuals with the most significant disabilities to receive the services and supports necessary to achieve an employment outcome in supported employment, either in competitive integrated employment or working on a short-term basis to achieve competitive integrated employment” [Fed. Register, Aug. 18, 2016, page 55705]
    - **Extended services:** (v) Provided to a youth with a most significant disability by the designated State unit in accordance with requirements set forth in this part and part 363 for a period not to exceed four years, or at such time that a youth reaches age 25 and no longer meets the definition of a youth with a disability under paragraph (c)(58) of this section, whichever occurs first. The designated State unit may not provide extended services to an individual with a most significant disability who is not a youth with a most significant disability. 361.5(c)(19).