

# Wisconsin Division of Vocational Rehabilitation

## **DVR's Innovative Employment Partnerships and Practices**

Lea Collins-Worachek  
WDA 2 Director

Anna Eggebrecht  
WDA 5 Director



# A Better Bottom Line

---

- Announced by Governor Walker in his 2014 State of the State Address
- Encourages businesses to hire people with disabilities
- Expands Project Search from 7 sites to 20 sites over 2 years

*“Make no mistake, A Better Bottom Line is not about charity. A Better Bottom Line means helping both the individual and the company do well. We are looking for ways to help employers hire people with disabilities who will add value to their organizations.”*

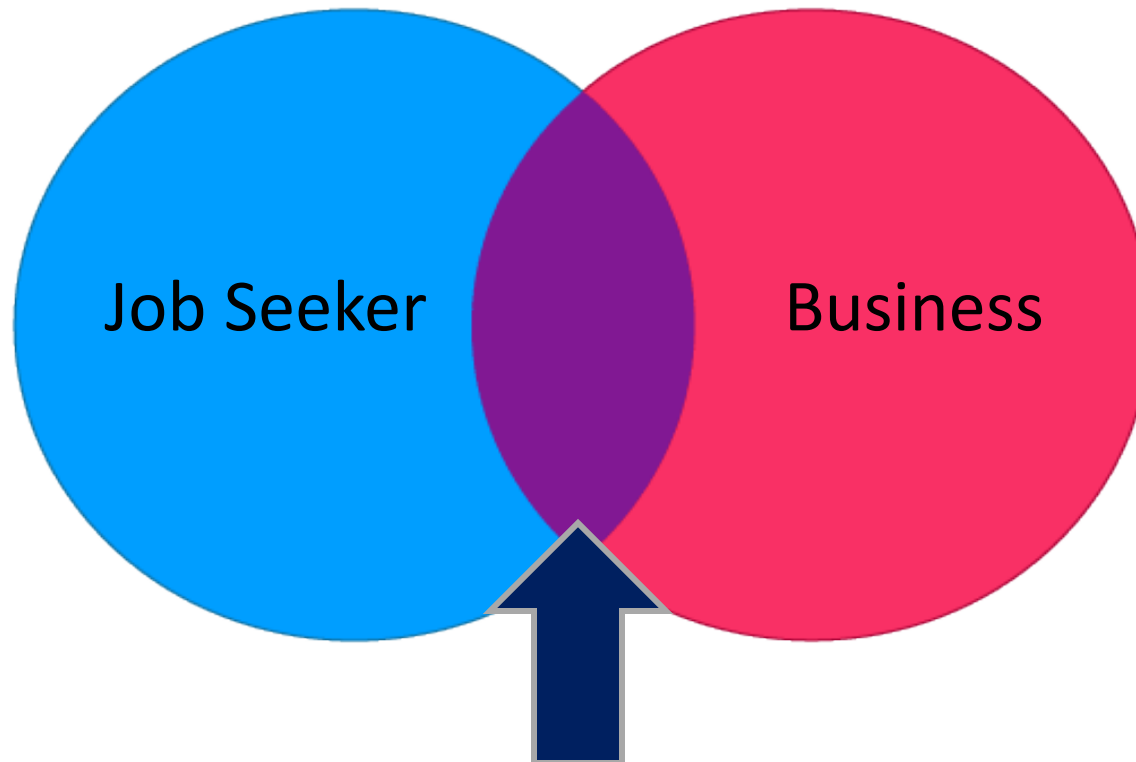


# Expanded Service Opportunities



- Dual Customer
- Business Service Consultants
- Fast Forward
- WIOA (PETS)
- DVR Innovations

# Dual Customer Approach



Finding the right talent for the right job

# Dual Customer Approach

- Part of a larger national effort
- The NET - a “one company” model to serve business customers through a national VR team





# DVR Business Services Consultants

---

- 20 hired in 2013
- Develop relationships with businesses to help them recruit, hire and retain job seekers with disabilities
- Work with businesses around the state
- Improved relations with workforce partners
- Opened up new avenues of success
  - Kwik Trip
  - Clean Power
  - Froedtert Hospital
  - Tribal Casinos

# DVR Business Services Consultants

<b>WDA</b>	<b>Hires</b>	<b>OJTs</b>	<b>Internships/TWE</b>	<b>Business Outreach</b>
1	131	69	193	610
2	63	26	61	340
3	41	54	44	324
4	112	108	44	509
5	87	58	19	972
6	59	28	78	809
7	42	13	20	486
8	77	17	13	311
9	65	18	20	826
10	50	7	27	868
11	100	18	8	282
<b>Totals</b>	<b>827</b>	<b>416</b>	<b>561</b>	<b>6337</b>

Recruitment  
Retention

**RESULTS**



- Recruitment
- Retention
- Financial Incentives
- Accessibility
- Education





- Grants to enhance employment opportunities by providing employer driven training for persons with disabilities
- Training workers with Disabilities Grant
- Project SEARCH Expansion



# DVR's Place and Train Services

---

- Business-designed training that prepares applicants for employment with the business
- DVR pre-screens training participants
- DVR provides on the job supports to participants to insure success



# Workforce Innovation and Opportunities Act (WIOA)



- Employment and Training Programs:
  - Adult
  - Youth
  - Dislocated Worker
  - Wagner Peyser
- Adult and Technical Education
- ***Vocational Rehabilitation (VR)***



# Congressional Intent



- Carved out a specific roll for assisting and ensuring that people with disabilities are served by the VR program and the workforce investment system as a whole.
- Expects VR to be an equal workforce partner
- Lead agency for persons with disability within the Unified state Workforce.



# Law Requires



- A Unified State Workforce Plan-Partners work together to serve all Job seekers. (submitted March 3, 2016 effective July 1, 2016).
- A larger role for VR to serve youth earlier in high school.
- **VR role 511—Gatekeeper to prevent referrals directly from HS to Subminimum Wage (goes into effect 2016).**
- VR to serve as experts with job center partners.
- VR to expand employer relations.
- VR to serve on the State Workforce Board.
- **Emphasis on youth in transition.**



# Pre-Employment Transition Services



- VR, in collaboration with LEA, shall provide or arrange to provide:
  - 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.



# New Performance Measures



- Percentage of program participants in unsubsidized employment in the 2<sup>nd</sup> and 4<sup>th</sup> quarter after exit from the program
- Median earnings of program participants that are in unsubsidized employment during the second quarter of exit from program;
- Percentage of program participants who obtained a recognized post-secondary credential, or a secondary diploma;
- And the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized POST SECONDARY CREDENTIAL OR EMPLOYMENT.



# DVR Innovative Services



- OJT
- Youth-OJT
- State LTE Internship
- Wrap-Around







- Program to improve the education and career outcomes of low income children with disabilities receiving SSI
- Advances goal of fostering interagency collaboration at the Federal and State levels to improve services and drive innovation
- \$32.5 million grant for 5 year demonstration



# Outcome Goals

- Increase Educational attainment and credentials;
- Increase Employment;
- Increase household income including family members older than age 15;
- Decrease reliance on SSA payments;
- and decrease public benefits.



# Thank You!



WISCONSIN



DWD

Department of Workforce Development

[www.dwd.wisconsin.gov/dvr](http://www.dwd.wisconsin.gov/dvr)