

Workforce Innovation and Opportunity Act (WIOA)

Where Are We Today?

WIOA Background

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. This legislation and its implementing regulations are designed to strengthen and improve the nation's public workforce development system and help Americans with significant barriers to employment, including individuals with disabilities, into high quality jobs and careers, and employers hire and retain skilled workers.



- Transition and youth services
- Pre-Employment Transition Services (services and 15% reserve)
- Defined age ranges for students and youth
- Customized and Supported Employment
- Section 511 -- Limitations on subminimum wages
- Competitive Integrated Employment
- Integration into the Workforce Development System
- WIOA Performance Accountability System
- Serving employers as a customer

- Requires State VR agencies to set aside at least 15% of their Federal VR Program funds to provide Pre-ETS to assist students with disabilities making the transition from secondary school to postsecondary education programs and competitive integrated employment.
- **Required Pre-ETS:**
 - Job exploration counseling
 - Work-based learning experiences
 - Counseling on Postsecondary Training
 - Workplace readiness training
 - Instruction in self-advocacy





Pre-ETS are intended to:

1. Improve the transition of students with disabilities from school to postsecondary education or to an employment outcome.
2. Increase opportunities for students with disabilities to practice and improve workplace readiness skills.
3. Increase opportunities for students with disabilities to explore post-secondary training options.

OVR provides Pre-ETS to students with disabilities on a continuum.

[NTACT: The Collaborative – National Technical Assistance Center on Transition](#)

OVR's Continuum of Pre-ETS



Experiential Learning &
Instruction



Paid Work Based Learning
Experiences



Enhanced Exploration
Opportunities



OVR's Vocational
Rehabilitation
Services



Supplementary Services

- Experiential Learning & Instruction
- Paid Work Based Learning
- Pre-ETS Braided/Collaborative Programs

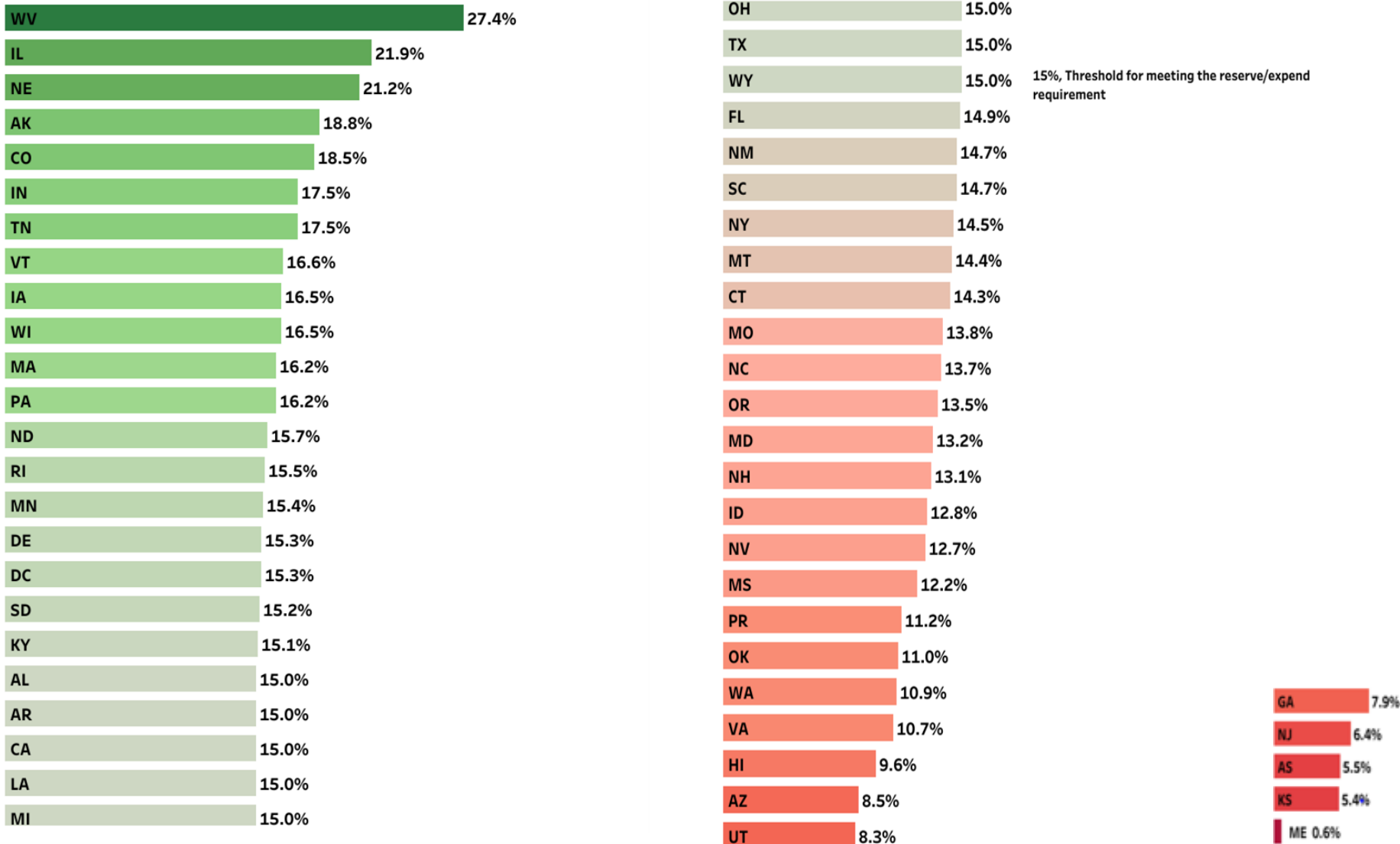


Pre-ETS Category	FFY 22-23 Q1	FFY 22-23 Q2	FFY 22-23 Q3	FFY 23-24 Q4
Counseling on Postsecondary Training Opportunities	1,306	1,703	1,670	1,204
Instruction in Self-Advocacy	1,678	1,388	1,218	1,071
Job Exploration Counseling	2,189	3,017	2,700	1,745
Work Based Learning	1,412	1,665	2,430	2,238
Workplace Readiness Training	2,638	3,636	3,033	1,256
Total Number of Unique Students Receiving Services	6,220	7,883	7,530	5,125

Please Note: A single student could have received multiple services, and, if so, the services could have been received in different quarters or spanned multiple quarters. Therefore, the total number of students who received services during a quarter might not equal the total of the number of students who received each of the services that quarter. Also, the number of students receiving services during the year may not equal the total of the numbers who received them each quarter.

- Grant award amount: **\$9,990,688.97**
- Time frame: 10/1/23 to 9/30/28 (5 Years)
- P2P will develop work-based learning opportunities and robust transition planning for students with disabilities, as well as opportunities for youth service professionals from OVR, ODP, Education, and Centers for Independent Living to participate in professional development.
- The three-component grant model includes:
 1. Professional Development, Capacity Building and Training
 2. Transition Discoveries
 3. Work Based Learning Experiences

Percent of VR Funds Expended on Pre-ETS Per State FY 2021



Guam, Northern Marianas, and the Virgin Islands reserved and expended 0 percent.

- Section 511 of the Rehabilitation Act places limitations on the payment of subminimum wages by entities holding special wage certificates under Section 14(c) of the Fair Labor Standards Act.
- The purpose of Section 511 is to ensure that individuals with disabilities have access to information and services that will enable them to achieve competitive integrated employment.
- Section 511 includes requirements for State VR agencies, subminimum wage employers and local and/or State educational agencies, including specific requirements for youth prior to their participation in subminimum wage employment.

Section 511 – Where are we today?



State	Number of 14c Holders Jan. 2016	Number of 14c Holders April 2023	Difference	Number of SMW Workers Jan. 2016	Number of SMW Workers April 2023	Difference
California	153	46	-107	23,608	2,929	-20,679
Illinois	146	72	-74	14,621	3,294	-11,327
Ohio	138	52	-86	18,456	2,318	-16,138
Texas	118	31	-87	8,514	2,278	-6,236
Pennsylvania	117	50	-67	12,746	3,820	-8,926
New York	110	27	-83	13,744	1,667	-12,077

- Many reasons for decrease in 14 Certificates and Subminimum Minimum Wage (SMW) participants.
 - COVID-19
 - Providers eliminated their 14c Certificates.
 - The HCBS Final Rule required increased community participation for individuals receiving services under MA Waivers.
 - Entry into CIE.



Section 511 Implementation

- Section 511 went into effect on July 22, 2016.
- PA OVR created three regional Section 511 Specialist positions:
 - EAST- Donna Washington
 - WEST- Hastie Lefevre
 - CENTRAL- Vacant at present
- Section 511 Specialists deliver in person, onsite Career Counseling, Information & Referral (CCIR) Sessions to individuals engaged in subminimum wage employment.
- Individuals have opportunities to refer themselves to OVR at every session.
- Section 511 Specialists send referrals directly to the local District Offices.



- Section 511 Flyer
- Inviting dedicated ID/A VRCs to Section 511 Sessions.
- Collaborating with InVEST Project Family Advisors from PA Family Network to engage families in the discussion about CIE. (Statewide SWTCIE Intervention)
- Section 511 Success Stories
 - [Andrew's Story](#)
 - [Maggy's Story](#)
 - [John's Story](#)
- New Grant: Project InVEST sites (Local SWTCIE Intervention)
 - Access to Integrated Resource Teams using Charting the LifeCourse Framework
 - Access to Embedded Supports within a designated business

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WIOA





Questions?

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