

WISCONSIN



DWD

Department of Workforce Development

Division of Vocational Rehabilitation



Patti Johnson

Policy Initiatives Advisor

**Division of Vocational Rehabilitation
Department of Workforce Development**

What is the Division of Vocational Rehabilitation



Mission:

To work in partnership with people with disabilities to individually pursue, obtain, maintain, and improve employment suited to a person's abilities and interests- leading to independence, increased self-sufficiency, and full inclusion in society.

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Referral and Application Process



- Referral
 - On line or paper
- Application
 - Signed/completed
 - High school students should be referred two years prior to graduation
 - Parent/guardian sign if necessary

Eligibility

- Requires documented disability
- Determined within 60 days
- All disability groups serviced
- Must be eligible to work in the US
- Three categories of disability recognized by DVR WI

Vocational Planning

- Discuss interests, work values, learning aptitude, work skills, and abilities to help consumer determine an employment goal
- Counsel regarding career pathways, training, labor market information

Individualized Employment Plan



- Includes:
 - Employment goal
 - Goods and services authorized
 - Timeline
 - Includes each parties' responsibilities
 - Reviewed and amended as necessary

Program Completion

- Occurs when consumer:
 - Achieves employment goal
 - Maintains stable employment for at least 90 days
 - Services are discontinued for reasons other than successful employment

New Changes in the Law

- WIA replaced by Workforce Innovation and Opportunity Act
 - 15% DVR funds must assist high school age youth
 - 511 changes: Specific to subminimum wage work settings
 - Business as a second DVR customer

Services to Business

- Relational in nature
- Forge solutions
- Leverage benefits of a larger workforce system
- Examples of services:
 - Recruitment support
 - Connect to DVR talent
 - Connect to other resources and populations
 - Partner on workforce training (awareness)

Innovation at Work

- Business outreach
- Business follow along
- Business services
- Developing innovative talent pipelines
 - Project Search
 - Kwik Trip Retail Helper
 - Walgreens REDI
 - TJX Companies
 - Meijer Co

Working Together

- Leveraging DVR and Youth Apprenticeship programs to benefit our shared customer
 - Communicate with one another
 - Understand each other's program/opportunity
 - Join forces when appropriate
 - Inform businesses about one another as potential resources
 - Celebrate shared success!

Changing Culture

- Individuals with disabilities can work and add value in all industry sectors
 - Technology provides opportunity to dispel myths
- Employers need people/talent
 - #1 concern of employers nationwide: Attracting and retaining talent
 - Shifting market: Job Seekers Market
- Collaboration is key to success

Contact Information



Patti Johnson

**Policy Initiatives Advisor: Business
Services**

Division of Vocational Rehabilitation

608-261-0089