

WIOA Partners

Teury Marte

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The Massachusetts Rehabilitation Commission (MRC)

- Assists individuals with disabilities to live and work independently.
- *Except, visual disabilities*
- MRC Three Divisions:
 - Vocational Rehabilitation
 - Community Living and eligibility
 - Determination for the Social Security

- Diagnostic Evaluations
- Interest and Aptitude Testing
- College or Vocational Training
- Job Placement Assistance
- Counseling and Guidance
- Supported Work
- Skills Training
- Job Coaches and Tutors
- Vehicle Modifications

MRC VOCATIONAL SERVICES

- General population
- Services for High School Student
- Job Placement Unit

- Referral
- Processing List (30 days)
- Intake & Application
- Eligibility Determination
- Plan Development
- Individual Transition Plan ITP, if needed)
- Service Provision
- Case Closure
- Post-Employment Services

General Population

- Anyone who is not in High School
- **Information** is gathered from:
 - Physicians
 - Therapists
 - Hospital and other medical records
 - Self report
 - Social Security Administration

Vocational Rehabilitation Services

- **Informed Choices**
 - Personal Goals
 - Career Interests Survey
 - Work History
 - Education
 - Trial Work Experience
 - Labor Market Research



Vocational Rehabilitation Services for High School Students

Massachusetts Rehabilitation Commission

Vision: Engaging every student in Career Planning activities that lead to a fulfilling adult life through work.

Mission: For every student served, an independent life through meaningful work.



- Recruitment
 - Outreach
 - Presentations
- Service Coordination
- Presence in high schools
 - Career Fairs
 - First Jobs
- Recommendations

- Memorandums of Understanding (MOU's)
 - Department of Elementary & Secondary Education (DESE)
 - Department of Developmental Services (DDS)
 - Department of Mental Health (DMH)
 - Department of Workforce Development

Workforce Innovation & Opportunities Act (W-IOA)

- 15% of Annual Budget
- Pre-Employment Transition Services (Pre-ETS)-new requirement and some new services

MRC VR Services to Schools

- Every Public High School has an MRC assigned liaison.
- Full list of School coverage is available at your request



Best Practices For Referrals

Identification of students appropriate through:

- Regular contact w/counselor through email, and face-to-face at HS
- Educating/consulting about 688 vs direct/or appropriate age at time of referral
- Noting interest/appropriateness for “Pre-ETS” services
- Noting other adult services referrals at the time of the referral (ie. DDS or DMH)

Direct or Local Education Agency (LEA) Referrals:

- Email to counselor full packet including completed cover sheet, SSN, grad date, disability
- Confirmation of receipt by counselor

688 Referrals: USPS mail packet with parent signature/SSN to Salem Office for review



NEEDED:

- Social Security Numbers-cannot process a referral without, FED's require for VR services
- Current Demographic/Contact info
- Guardianship and Citizenship/Work Authorization
- Parent/Guardian contact info, if applicable
- Expected Date of Graduation
- Point of contact at local School
- Vocational Goals/Interests information
- Social Security Benefits Information (if applicable)
- Disability Documentation

Best Practices For Intake & Application

- Counselor Outreach
- Orientation of family to services
- Space/location/schedule for counselor within the school
- Counselor's role in setting up intake
- On-site admin assistance and missing reports
- Invites to IEP meetings/Re-evals
- Bridging communication with school staff and counselor
- Counselor accountability/updates

Eligibility Determination

Once a consumer is off the 30 day processing list and has had Initial meeting with the counselor, the counselor has 60 days to determine eligibility.

This is when we **NEED**:

- Most recent IEP/504 Plan/District Accommodation Plan
- Transition Planning Form
- Psychological/ Achievement testing (3 years)
- Medical records for health-related disabilities
- Mental health reports
- Any other helpful info about the consumer's area(s) of strength and difficulties



Plan Development & Service Provision

Once Eligibility is determined, Counselor has 90 days to develop the **Individualized Plan for Employment**

- Counseling and Guidance
- Vocational Assessments
- Assistive Technology Evaluation
- Independent Living Center referrals
- Benefits Planning
- Identifying Transportation options
- Vocational Education & Training (Tuition Waivers)
- Job Placement and Coaching
- Pre-ETS Services

** Services are subject to financial need determination **





Eligibility for Pre-Employment Services (Pre-ETS)

A student must be:

- A current consumer of the MRC Vocational Rehabilitation (VR) Program, being referred from an MRC VR Area Office
- An **enrolled high school student** with a disability; **and**
- Within the Ages of 16 to 22

All Pre-ETS services are available as “non-paid services” – not subject to Financial Determination

MRC VR Counselor Role

To help facilitate the transition from school to adult services, VR Counselors can:

- Build and maintain collaborative relationships with all appropriate school personnel
- Coordinate with other adult service agencies and families
- Participate in Parent Nights, Open House events or other school & community presentations
- Attend IEP/other in-school meetings, as appropriate, to provide vocational transition consultation
- Assess vocational and educational interests and abilities to facilitate IPE development prior to student leaving high school
- Provide schools with MRC transition marketing materials
- Coordinate and refer students and families to School Benefits Counselors for Work Incentives Planning

New Services Pre-ETS

- Job Exploration Counseling
- Workplace Readiness Training
- Work-Based Learning Experiences
- Counseling on Enrollment in Comprehensive Transition or Post-Secondary Education Programs
- Self-Advocacy/Mentoring Instruction

Opportunities available may include:

- Summer Classroom-Based Work Readiness Program (priority for 688 referrals)
- Youth Leadership Forum (YLF)
- Job-Driven Trainings – MRC employer partners
- Preparation Readiness Employment Program (PRE-ETS): Northeast Arc



Student Benefit Counselors

- Goal is to ensure family support of student employment goals
 - Students receiving SSI/SSDI benefits (and those who may be losing benefits soon)
 - To educate students and families regarding benefits and work incentives planning
- District Student Benefits Counselor – students must be in high school.
- After High School graduation, services are still available through adult Benefits Planning Counselors
- Project Impact or BenePlan, based on geographic area

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Job Placement unit

Employment Service Specialist **Job Placement Specialist**

Job Placement Services

- [Soft Skills Curriculum](#)
- [Soft Skills for Success in the Workplace](#)
- [Job Seeking Skills Manual](#)
- [Successful Job Placement Strategies for Individuals with Mental Health Issues](#)

- [MRC Job Readiness Activities](#)
- [Manpower Bundle](#)
- [Behavioral Interviewing](#)
- [Behavioral Based Interview Question](#)
- [Successfully Answer Behavioral Questions in Your Job Interview](#)

- [Soft Skills Curriculum](#)
- [Soft Skills for Success in the Workplace](#)
- [Job Seeking Skills Manual](#)
- [Successful Job Placement Strategies for Individuals with Mental Health Issues](#)

- [Typical Behavioral Interview Questions by Category](#)
- [Staying Cool in the Hot Seat](#)
- [Sample Cover Letter](#)
- [Online Personality Tests](#)
- [High School WIOA Day 2](#)

Job Placement Services

- [Soft Skills Curriculum](#)
- [Soft Skills for Success in the Workplace](#)
- [Job Seeking Skills Manual](#)
- [Successful Job Placement Strategies for Individuals with Mental Health Issues](#)

MRC Employer Consultation

MRC offers consultation services:

- ❖ American's with Disabilities Act
- ❖ Diversity and Sensitivity Best Practices
- ❖ Employee Assistance
- ❖ Work Site Modification

On-The- Job Training Putting It All

Together

- ▶ You have an unfilled job need
- ▶ MRC will identify a trainee
- ▶ You and the rehabilitation counselor develop an OJT plan
- ▶ The trainee is hired for the training period
- ▶ MRC pays the employer for training a trainee
- ▶ At the completion of OJT, the trainee is well prepared to continue employment and is hired by the employer
- ▶ The employer may be eligible for a Work Opportunity Tax Credit up to \$ 2,400

MRC

Q & A

