

VR Goals/Priorities/Strategies:

Historically, individuals reading the State Plan have struggled with the sheer size of the required document. VR has often been asked to simplify the plan so that individuals reading it could get an idea of the direction the VR program is heading in an easier to read format. While we have tried to accomplish this we were not able to fully meet our goal since the plan requires that we answer some very specific questions.

What we have done this year is pull out VR's overall Goals, Priorities, and Strategies looking forward. We have put them in this separate document so that the direction that VR program is moving can be easily identified. Everything in this document can be found somewhere in the larger State Plan draft. This is not meant to be an executive summary of the plan, but rather a quick snapshot of what the VR program has set as our Draft Goals, Priorities and Strategies moving forward.

VR Goals/Priorities/Strategies:

1. Increase quality employment outcomes for all Oregonians with disabilities
 - a. Support and accelerate the customer experience to be empowering, effective, and efficient
 - i. Promote earlier engagement with Workforce partners for VR clients in the application process
 - ii. Streamline referral and data collection from common referral agencies
 - iii. Work with VR staff to streamline the Individual Plan for Employment process in order to get clients into plan more quickly
 - iv. Use data to determine success rate of specific services and focus on their duplication
 - v. Work with LEAN Coordinator to identify opportunities for greater efficiencies in service delivery and policy that can be addressed
 - b. Continue implementation of inclusive and dynamic statewide student and youth programs that meet the community needs.
 - i. Develop a meaningful presence in all high school districts in Oregon
 - ii. Train staff on participation in Individual Education Plans
 - iii. Continue partnership with Families and Community Together (FACT) to educate students and their families about transition
 - iv. Expand partnership with the Oregon Department of Education Transition Network Facilitators, including expansion of joint training opportunities
 - v. Work to support youth who are not in school through strategic partnerships with other lead workforce agencies
 - vi. Develop and implement summer activities for high school-aged students and youth; these opportunities will include work opportunities and post-secondary education exploration activities.

- vii. Develop and implement year-round postsecondary education opportunities for youth and students.
 - c. Expand and improve VR services to Oregonians who have been underserved and underrepresented in the VR program
 - i. Establish quarterly review of caseloads to ensure equitable access and outcomes
 - ii. Establish local plans for community outreach when underserved or underrepresented populations are identified
 - iii. Partner with agencies that provide culturally specific service
 - iv. Continue working with Tribal Vocational Rehabilitation programs to ensure access to joint case management and culturally appropriate services
 - v. Convene cross agency workgroup to address the needs of underserved populations in the workforce system as a whole
 - d. Work with State and local partners to increase access to employment and employment services for individuals with intellectual and developmental disabilities
 - i. Continue to meet the expectations outlined in Executive Order 15-01 and the Lane v. Brown settlement
 - ii. Plan for and implement a process to identify, track, and inform clients currently working in subminimum wage environments about opportunities to work in competitive and integrated employment
 - e. Increase programmatic consistencies to ensure quality employment outcomes
 - i. Align rules, policies, and procedure with the new WIOA requirements and statewide workforce system
 - ii. Create and implement a new service quality review process
 - iii. Use data from the review process to inform training needs
 - f. Increase the knowledge about and usage of assistive technology (AT)
 - i. Expand training for staff on availability of AT and its uses
 - ii. Work with Access Technologies Inc. to establish a communication plan to keep staff up-to-date on new technologies
 - iii. Explore how to support FACT's training on AT to transition-aged students and their families
 - iv. Encourage VR staff attending IEP's to explore the use of AT at an earlier age for students
- 2. Increase capacity and resources to provide enhanced levels of service to Oregonians with Disabilities
 - a. Assist the workforce system with increasing its capacity and capability to serve Oregonians with Disabilities
 - i.
 - b. Restructure the VR service delivery model to comply with state contracting requirements and be outcome driven

- i. Continue transition to newly structured pay-for-performance Job Placement Services Contract
 - ii. Create contracts with clear minimum qualifications, scope of work, and cost structure for all personal services to ensure high quality and consistent services statewide
 - c. Expand the availability of Vendor and Partner services that meet the needs of Oregonians with disabilities.
 - i. Develop a community college based Career Pathway to develop job placement professionals and job coaches in the community
 - ii. Identify areas of limited service availability and develop and implement recruitment and solicitation plans

- 3. Improve the performance of the VR program with respect to the performance accountability measures under section 116 of WIOA.
 - a. Increase staff knowledge of the labor market
 - i. Encourage branch level engagement with regional economists and workforce analysts to educate staff on local labor market issues
 - ii. Work with Local Workforce Development Boards to engage with local sector strategies and pursue high wage, high demand work opportunities.
 - b. Expand opportunities for skill gain and credentialing
 - i. Identify and access local skill upgrading opportunities within the Local Workforce Areas (LWA)
 - ii. Partner with community college Disability Service Offices (DSO) to increase access to existing credentialing programs
 - iii. Work with employers to establish on-the-job training opportunities
 - iv. Provide opportunities for skill upgrading for individuals who face barriers to work and career advancement based on disability
 - c. Expand opportunities for clients to learn about and enter into higher wage, high demand jobs
 - i. Use labor market information to create work-based learning opportunities at local business who have high wage, high demand jobs
 - ii. Inform clients about training opportunities to prepare them for jobs that are above entry level
 - iii. Encourage clients to access VR services who face disability related barriers to advancement.
 - d. Create an expansive employer engagement model that creates opportunities for work-based learning opportunities
 - i. Develop a common employer engagement plan, language, and focus that can be used statewide
 - ii. Implement a progressive employment model
 - iii. Create and train local VR employer engagement teams
 - iv. Work with partners on joint engagement opportunities
 - v. Engage with employers the need to meet the 503 federal hiring targets

- vi. Utilize the SRC Business Committee to enhance engagement with employers
- e. Expand the use of Benefits Planning to assist Oregonians with Disabilities
 - i. Create online benefits training and information to address basic benefit concerns
 - ii. Work with partner agencies to create additional funding opportunities for expanding capacity
 - iii. Continue to partner with the Work Incentives Planning and Assistance program operated by Disability Rights Oregon