

# Action Request Transmittal Vocational Rehabilitation



Heather Lindsey, Deputy Director

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**Number:** VR-AR 20-01

**Issue date:** 01/10/20

**Topic:** Other

**Due date:** On Issue

**Subject:** Release of WIOA Competitive Integrated Employment Toolkit

**Applies to (check all that apply):**

- |   |   |
|---|---|
| <input type="checkbox"/> All DHS employees                    | <input type="checkbox"/> County Mental Health Directors   |
| <input type="checkbox"/> Area Agencies on Aging:              | <input type="checkbox"/> Health Services  |
| <input type="checkbox"/> Aging and People with Disabilities   | <input checked="" type="checkbox"/> Office of Developmental<br>Disabilities Services (ODDS)                                     |
| <input type="checkbox"/> Self Sufficiency Programs            | <input type="checkbox"/> ODDS Children's Intensive In<br>Home Services  |
| <input type="checkbox"/> County DD program managers           | <input type="checkbox"/> Stabilization and Crisis Unit (SACU)   |
| <input type="checkbox"/> Support Service Brokerage Directors  | <input checked="" type="checkbox"/> Other ( <i>please specify</i> ): Vocational<br>Rehabilitation; Contracted Job<br>Developers |
| <input type="checkbox"/> ODDS Children's Residential Services |   |
| <input type="checkbox"/> Child Welfare Programs               |   |

**Action required:**

VR staff are expected to review the attached Competitive Integrated Employment (CIE) toolkit. The Competitive Integrated Employment toolkit is to assist VR staff in determining that an employment setting meets the requirements for CIE.

**Reason for action:**

The Rehabilitation Services Administration (RSA), requires State Vocational Rehabilitation Agencies (VR) to evaluate job placements to determine if the persons employment location meets the requirements for Competitive Integrated Employment (CIE). Only job placements that occur at a community integrated location meet the requirements for successful closure and rehabilitation.

The attached toolkit contains information to assist counselors in making CIE determinations. Other useful tools developed by staff are also included. You may use these tools as you feel necessary.

Oregon VR case histories are expected to have documentation supporting that employment is CIE. Mentioning this toolkit or a document from the toolkit is an appropriate way to case-note this documentation.

### **Qualified Rehabilitation Provider Employment may not be CIE**

It has been noted that several VR placements have occurred with employers determined to be operating under [Qualified Rehabilitation Provider](#) (QRF) Contracts.

Historically VR has not diligently evaluated new job placements to determine if an employer is participating in a QRF program; however, WIOA requirements to assess that employment meets the CIE standard may impact a number of our community partners and business relations.

According to the Oregon Department of Administrative Services; QRF Businesses were established to provide employment opportunities for people with disabilities.

DAS states, "A QRF must employ individuals with qualifying disabilities for at least 75% of the hours of direct labor across the entire company. A QRF's mission must include providing vocational services that enable employment opportunities for individuals with disabilities."

Employers meeting these requirements receive preferential consideration for state contracting opportunities.

Under RSA guidance, any job placement where the individual is employed by a business that requires a percentage of employees to be persons with disabilities does not meet the requirement for CIE.

**Note:** QRF Contract Businesses are not considered "sheltered workshops." In almost all instances these jobs look like integrated community employment. These jobs will pay minimum wage or more, may offer benefits equal to other employees and may employ persons with disabilities working with people without disabilities. Additionally, the employment setting will likely be in a community location. As an example, many of these QRF Contracts cover services that take place in state owned building locations. The only negating factor is that the person has been hired to work in a position covered under the ratio-based criteria.

### **How to determine if an employer is a QRF**

To check if a job placement may be with an employer operating under a QRF Contract, check the business name at these locations

[With the listing of current QRFs provided by ODDS](#) (or)

[Search for the business by name on the DAS site for Qualified Rehabilitation Facilities.](#)

**Please note:** in many instances the name of the business does not resemble that of a provider agency and may in fact not be connected to a provider agency at all.

Any questions or concerns that providers, partners or staff have about this policy may be addressed to the Policy and Training Manager, [Howard Fulk](#). Each situation will be reviewed and responded to individually as quickly as possible.

**References:**

[VR-IM 17-08 Revised Supported Employment Procedures Manual – Including WIOA](#)

[Supported Employment Procedures Manual](#)

[Title 34 Education. Part 361 – State Vocational Rehabilitation Services Program](#)

[Title 34 Education Part 363 The State Supported Employment Program Services](#)

[VR-IM 19-08 Oregon SB 494 enacted limits payment of subminimum wage to persons with disabilities – no action required](#)

[ORS 279.835\(5\) Definition of Qualified nonprofit agency for individuals with disabilities](#)

[ORS 279.835 through 279.855](#) for additional information about the function of QRFs

**Field/stakeholder review:**  Yes  No

**If yes, reviewed by:** Branch Managers, SRC Policy Committee

*If you have any questions about this action request, contact:*

Contact(s): Howard Fulk	
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Email: <a href="mailto:howard.r.fulk@state.or.us">howard.r.fulk@state.or.us</a>	