



**LEAD CENTER**

# Understanding WIOA Disability-Related Reporting: Tools for Data Visualization

September 17, 2020

*The LEAD Center is led by Social Policy Research Associates and National Disability Institute and is funded by the Office of Disability Employment Policy, U.S. Department of Labor, Contract No. #GS-10F-0281S*

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# WELCOME

## Melissa Turner

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(ODEP)

U.S. Department of Labor (DOL)



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# WHAT'S ON THE AGENDA?

- ▶ Explore your disability-related WIOA data through an online interactive tool
- ▶ Share promising practices to improve your reporting and ultimately, services for people with disabilities
- ▶ Use your data to drive system improvements



# WIOA REPORTING-RELATED GOALS



- ▶ Know your data
- ▶ Investigate what might be driving your higher or lower rates of reporting
- ▶ Take steps to better understand disability-related data in order to make informed decisions when providing services

# KEY FINDINGS: LOW REPORTING ON MOST DATA ELEMENTS



- ▶ Nationwide, 73.7% of participants with disabilities do not disclose their type of disability
- ▶ A few states have high rates of reporting across most or all disability-related elements
- ▶ Other states have ample opportunities for improvement

# INTERACTIVE DATA VISUALIZATION TOOL

- ▶ Explore WIOA reporting disability-related data elements
- ▶ By states, counties, and ETA regions

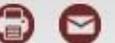
<http://drivedisabilityemployment.org/wioa-reporting>



Data and Resources to Inspire a Vision of Employment

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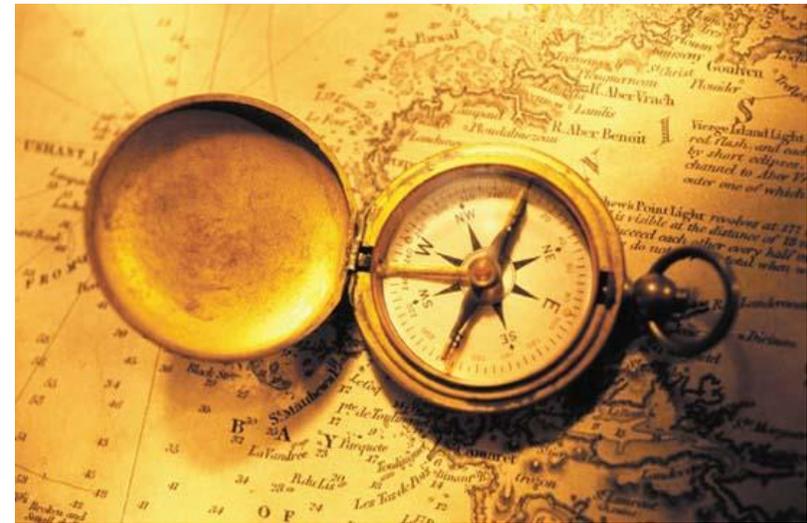
# OVERVIEW OF DATA VISUALIZATION - I

- ▶ Four tabs:
  - ▶ Welcome
  - ▶ Data By Map
  - ▶ Data By Tables
  - ▶ Data Guide



# OVERVIEW OF DATA VISUALIZATION - II

- ▶ Data By Map
  - ▶ Disability Status
  - ▶ Disability Status By Program
  - ▶ New Under WIOA
  - ▶ State Comparison



# DISABILITY-RELATED PIRL DATA ELEMENTS - I

202 – Individual with a Disability

203 – Category of Disability

204 – State Developmental Disabilities Agency (SDDA) Services

205 – Local or State Mental Health Agency (LSMHA) Services

206 – Medicaid Home- and Community-Based Services Waiver (HCBS) Services

# DISABILITY-RELATED PIRL DATA ELEMENTS - II

207 – Work Settings

208 – Type of Customized Employment Services (CES) received

209 – Financial Capability

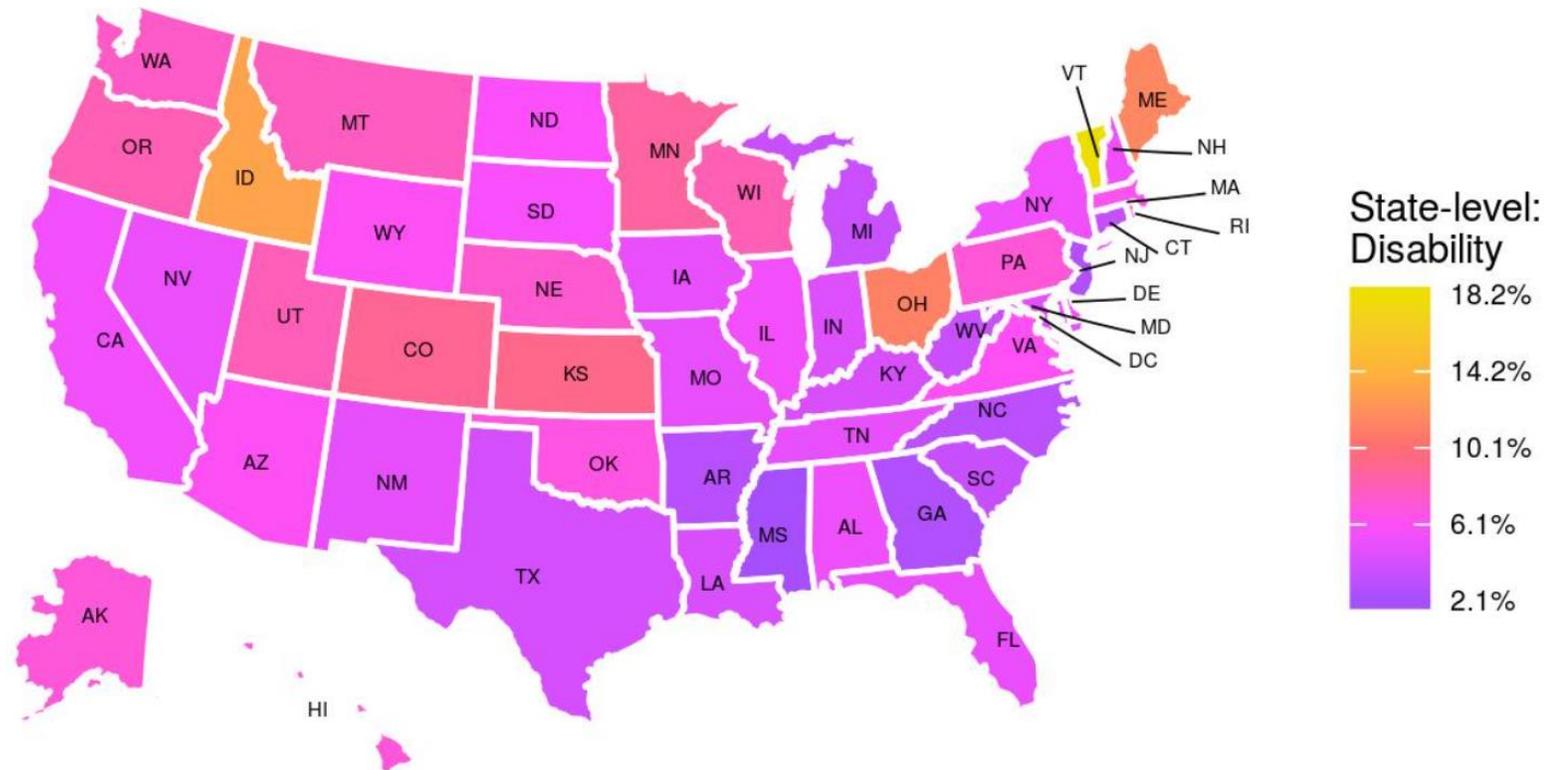
939 – Individualized Education Program (IEP)

940 – Section 504 Plan



# INDIVIDUAL WITH A DISABILITY

- ▶ 5.2% of WIOA/WP/JVSG participants nationwide indicated having a disability



# DISABILITY STATUS

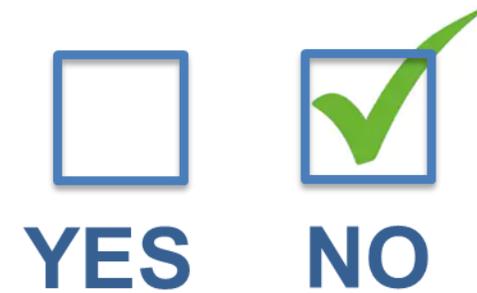
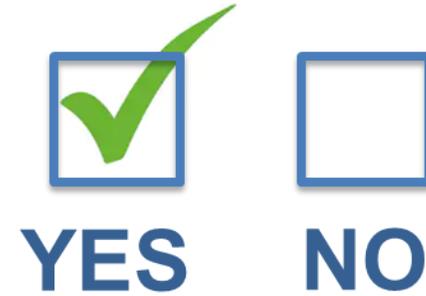
▶ Disability status **indicated:**

▶ “Yes, I have a disability.”

▶ “No, I do not have a disability.”

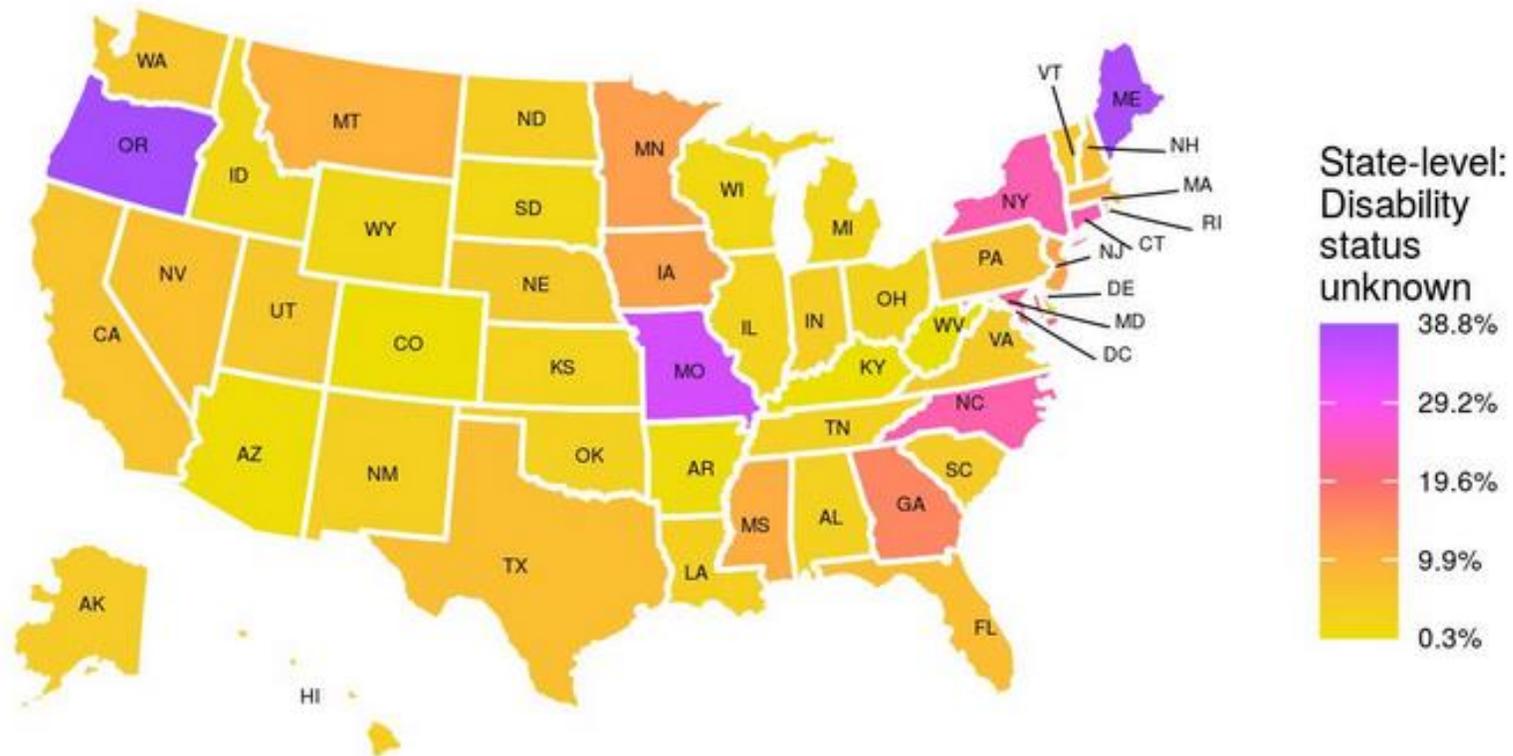
▶ Disability status **NOT** indicated:

▶ Does not indicate yes or no.



# DISABILITY STATUS NOT KNOWN

- ▶ 11.5% of WIOA/WP/JVSG participants' disability status is unknown



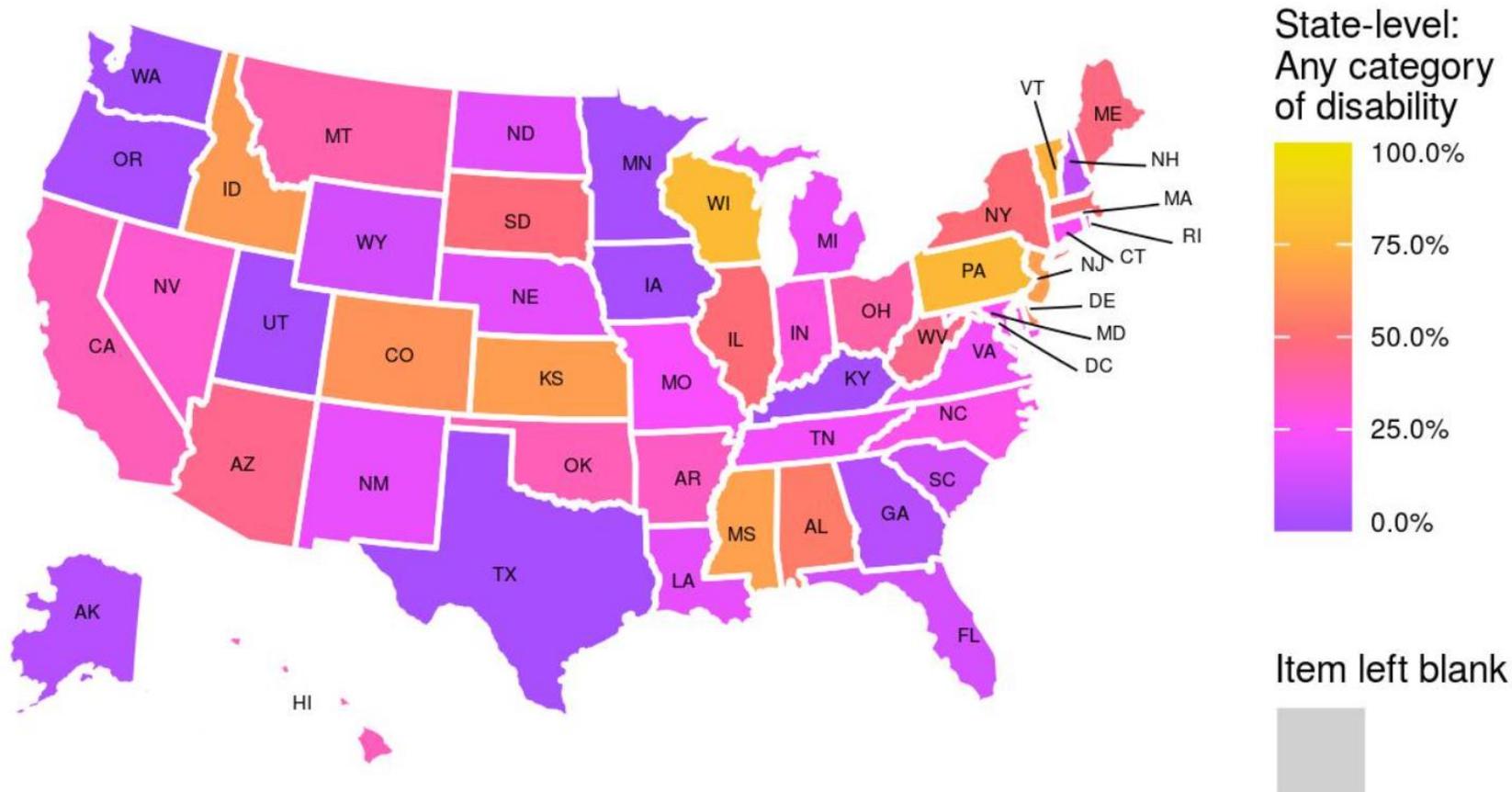
# INDIVIDUAL WITH A DISABILITY DATA

Participant Group	Disclosing a Disability	Not Disclosing Any Disability Status
WIOA Adult Program (N = 1,951,276)	6.7% (N = 131,400)	23.3% (N = 454,864)
WIOA Dislocated Worker Program (N = 1,137,667)	4.8% (N = 54,661)	23.9% (N = 272,180)
WIOA Youth Program (N = 297,836)	15.1% (N = 45,040)	5.0% (N = 14,861)
WP/JVSG Programs (N = 11,912,046)	5.0% (N = 589,983)	9.9% (N = 1,177,855)

Participant counts may overlap, as some participants are co-enrolled in more than one program

# CATEGORY OF DISABILITY

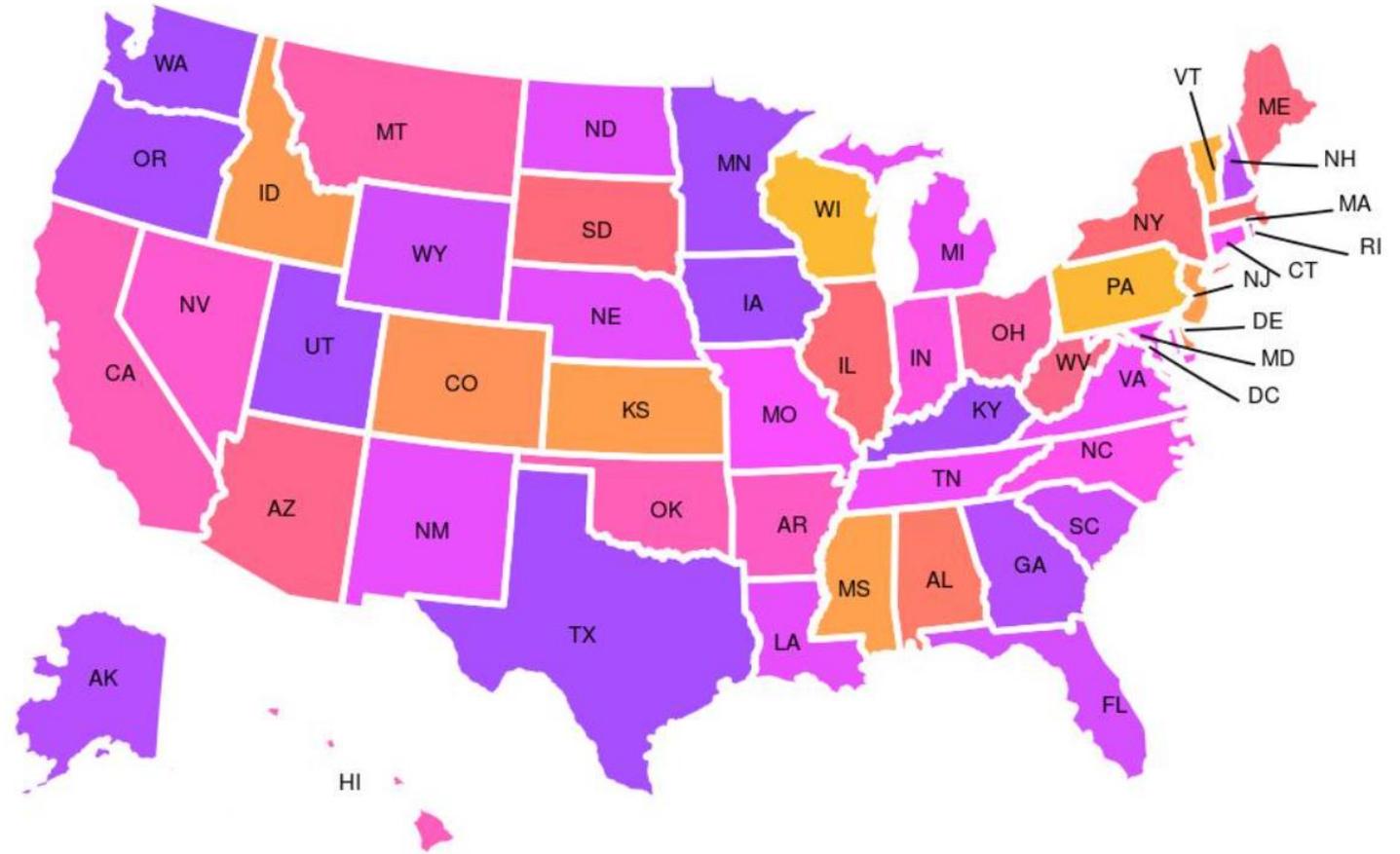
- ▶ 73.7% of participants nationwide did not indicate their category of disability



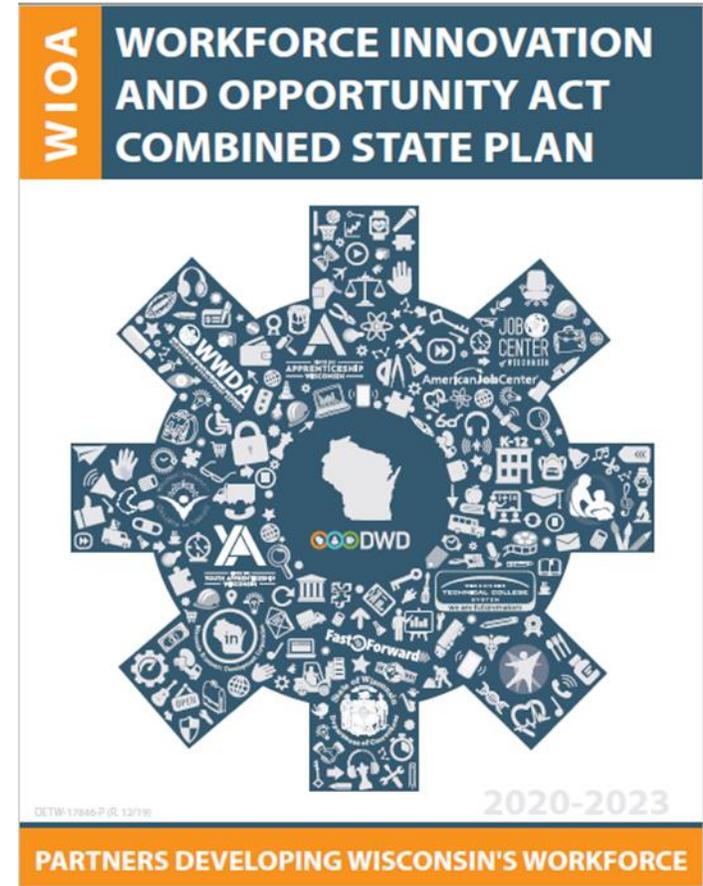
# HOW COMPREHENSIVE IS YOUR REPORTING?

Know Your Data:

<http://drivedisabilityemployment.org/wioa-reporting>



# PROMISING PRACTICES FROM WISCONSIN



**“Customers understand that to best help them we have to know more about them.”**

—Bryan Huebsch, Data Governance and Integration Manager



# WISCONSIN BY THE NUMBERS

DATA ELEMENT	NATIONAL DATA	WISCONSIN DATA
Participants with Disabilities	5.2%	<b>8.2%</b>
Disability Status Unknown	11.5%	<b>1.9%</b>
Category of Disability	26.3%	<b>79.1%</b>

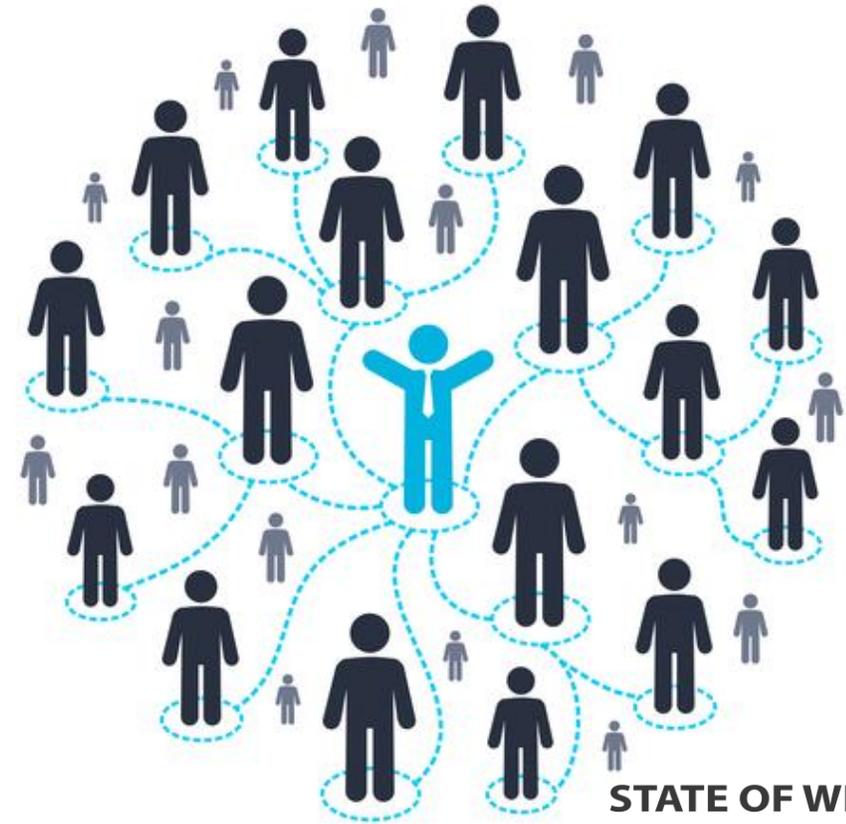
# BENEFITS OF QUALITY DISABILITY-RELATED DATA - I

- ▶ For the State and Local Areas
  - ▶ Improved capability for partnering, coordinating, and leveraging services
  - ▶ Increased possibilities to negotiate performance targets when you understand who you are serving
  - ▶ Added evidence building activities



# BENEFITS OF QUALITY DISABILITY-RELATED DATA - II

- ▶ For Customers
  - ▶ Informed Career Planners
    - ▶ Monitor, protect, uphold individual rights
  - ▶ Improved opportunities for appropriate employment
  - ▶ Enhanced flexibility for co-enrollment and funded services
  - ▶ More informed referrals



# BENEFITS OF QUALITY DISABILITY-RELATED DATA - III

- ▶ For Employers
  - ▶ Aggregate data only!
  - ▶ Modeling the ADA
  - ▶ Improved ability to meet the needs of employees
  - ▶ Increased capability to recruit and hire workers with disabilities
  - ▶ Improved employment outcomes of individuals with disabilities



# SYSTEM AND PROGRAM INTEGRATION - I

- ▶ Focus on the integrated American Job Center System
  - ▶ Consistent messaging on importance to staff from different programs of recording and reporting quality data



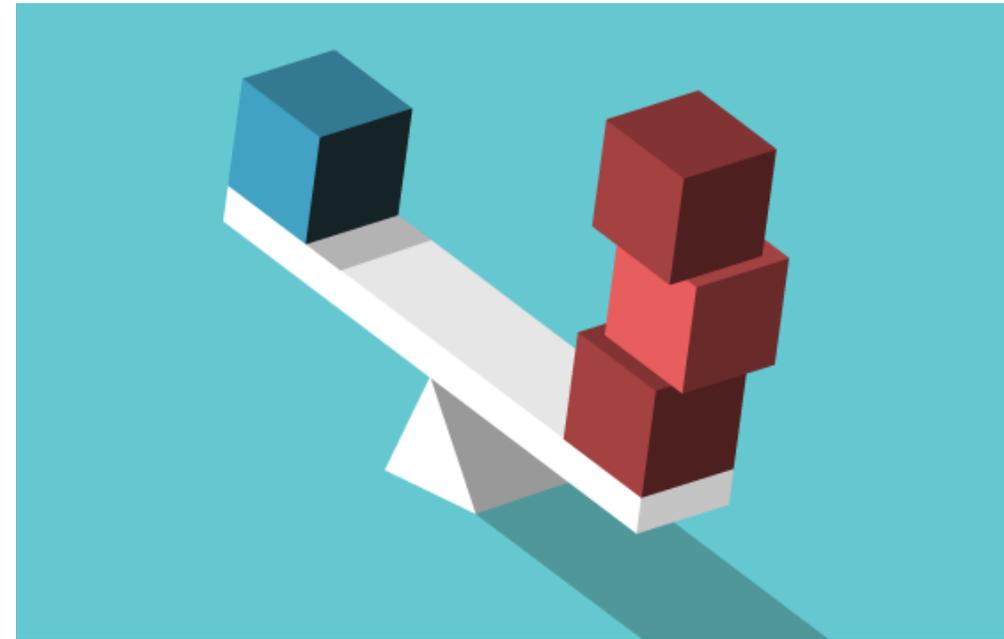
# SYSTEM AND PROGRAM INTEGRATION - II

- ▶ Focus on the integrated American Job Center System
  - ▶ Integration of Title IV (Vocational Rehabilitation) under the State Department of Workforce Development



# SYSTEM AND PROGRAM INTEGRATION - III

- ▶ Focus on the integrated American Job Center System
  - ▶ Leveraging resources and strengths of programs



# INTEGRATED CASE MANAGEMENT SYSTEM

- ▶ WIOA Title I Adult
- ▶ WIOA Title I Dislocated Worker
- ▶ WIOA Title I Youth
- ▶ WIOA Title III Wagner-Peyser
- ▶ National Dislocated Worker Grants
- ▶ Jobs for Veterans State Grant
- ▶ Trade Adjustment Assistance Act
- ▶ Reemployment Services Eligibility Assessment (Service Information)
- ▶ WIOA Title I Incumbent Worker
- ▶ Wisconsin Summer Youth Program
- ▶ Apprenticeship Pipeline

ASSET = Automated System Support for Employment Training



# CONSISTENT MESSAGING AND FREQUENT TRAINING - I

- ▶ WIOA Performance Friday webinars (2x's a month). Topics include:
  - ▶ Performance updates
  - ▶ Policy changes
  - ▶ Case management system changes
  - ▶ Monitoring



# CONSISTENT MESSAGING AND FREQUENT TRAINING - II

- ▶ WIOA Performance Friday webinars (2x's a month). Topics include:
  - ▶ Equal Opportunity and Nondiscrimination
    - ▶ Confidentiality
  - ▶ Disability-related reporting
  - ▶ Effective service delivery design
  - ▶ Business Services

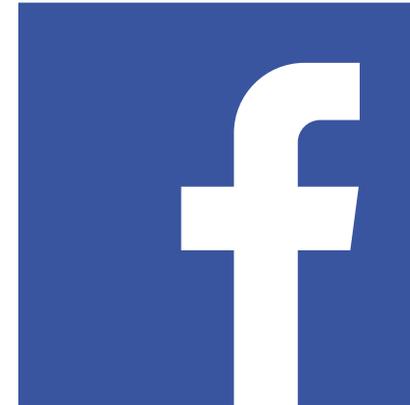
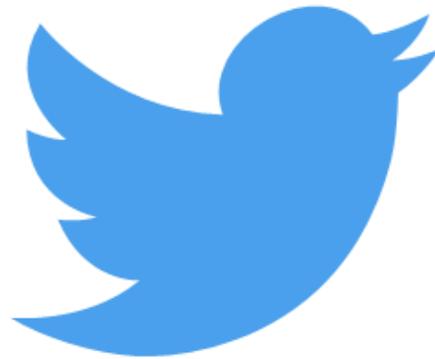


# TARGETED OUTREACH - I

- ▶ Strengthened relationships develop targeted outreach
- ▶ State Plan Goals



# TARGETED OUTREACH - II



# LEVERAGING PARTNERS' OUTREACH

- ▶ Job Center of Wisconsin Registration
- ▶ [Interagency Agreements](#)
- ▶ [Project Search](#)
- ▶ [Goodwill Industries](#)
- ▶ [Opportunities, Inc.](#)



# RESOURCES

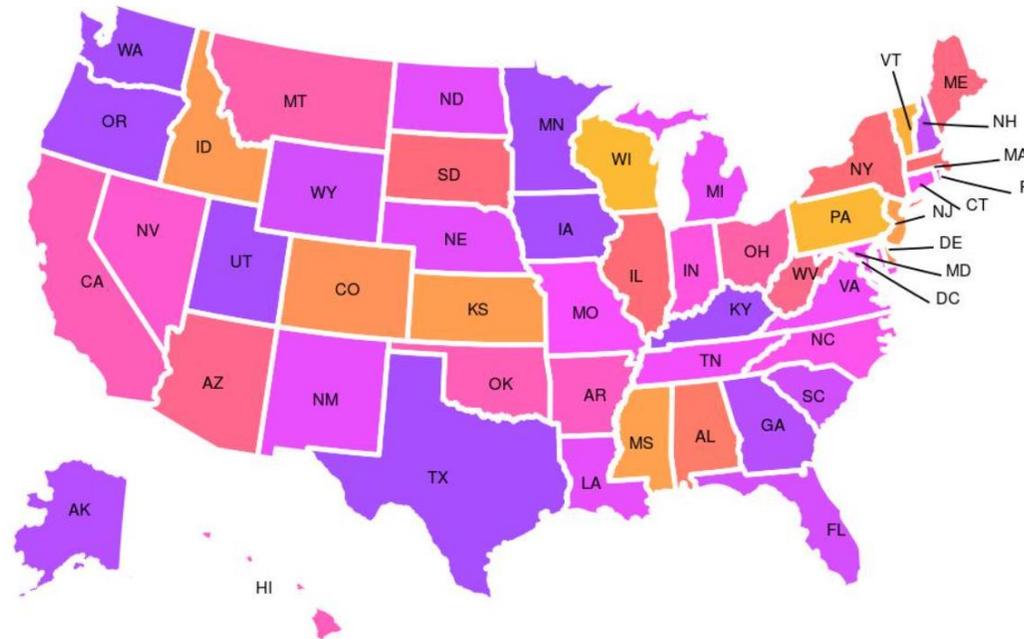
- ▶ **Interactive Online Data Visualization Tool**
  - ▶ <http://drivedisabilityemployment.org/wioa-reporting>
- ▶ **Disability-Related Reporting in the Participant Individual Record Layout (PIRL) – a five-page brief**
  - ▶ <http://leadcenter.org/resources/report-brief/disability-related-reporting-participant-individual-record-layout-pirl>

# QUESTIONS AND ANSWERS



# NEXT WEEK'S WEBINAR

## Part 2: WIOA Disability-Related Reporting: A Deep Dive into the Participant Individual Record Layout (PIRL)





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# WORKFORCE DATA QUALITY INITIATIVE: BUILDING CONNECTED DATA SYSTEMS THAT HELP US WORK SMARTER & DELIVER FOR CUSTOMERS

#WDQI  
#MakingBetterWork

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