



People 24 Years of Age or Younger Who Have a Disability & Are Pursuing Work that Pays Less than Minimum Wage

WIOA The Workforce Innovation and Opportunity Act of 2014 is a federal law that states if you have a significant disability and are provided necessary services and support, you can work in a job alongside others without a disability earning at least minimum wage.

Significant Disability + Necessary Supports & Services = Job Earning at Least Minimum Wage with Co-Workers without Disabilities

Section 511 of WIOA Requires people with disabilities 24 and younger who are planning to pursue work that pays less than minimum wage to complete the process described below.

People Age 24 & Younger + Significant Disability + Pursuing a Job that Pays Less Than Minimum Wage = Requires the Process Below

- 1 Receive transition services while in high school that help you reach your educational, employment, and independent living skills.
AND/OR
Pre-employment transition services from Vocational Rehabilitation (VR).
 - Job Exploration Counseling
 - Work-based Learning Experiences
 - Counseling on opportunities for enrollment in post-secondary education
 - Workplace Readiness Training
 - Instruction in Self-Advocacy
- 2 Receive career counseling and support to get a job where you will earn at least minimum wage. Your VR counselor can connect you to services to help you find and maintain a job in the community.



“When all people with intellectual/developmental disabilities work in their communities, everyone succeeds. With the right job and supports, everyone can work.” ~ Employment First

VR Referral Process

- You can self refer by calling 1-800-563-1221.
- Your school, DDD Support Coordinator, or Behavioral Health Case Manager can also refer you.



All People Currently Working in Jobs that Pay Less Than Minimum Wage

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Significant Disability + Necessary Supports & Services = Job Earning at Least Minimum Wage with Co-Workers without Disabilities

Section 511 of WIOA

Requires people currently working in a job that pays less than minimum wage to receive certain services in order to continue working for pay that is less than minimum wage.

Significant Disability + Currently Working in a Job that Pays Less Than Minimum Wage = Requires the Process Below

REQUIRED SERVICES

- 1 Career counseling and information and referral services provided in a way that prioritizes independent decision-making and informed choice.
- 2 Information on self-advocacy, self-determination, and peer mentoring.

FREQUENCY OF SERVICES

For people who have been working in a job that pays less than minimum wage **prior to July 22, 2016**, services must be received:

- by July 22, 2017
- and on an annual basis thereafter if continuing to work for pay less than minimum wage.

For people who began working in a job that pays less than minimum wage **on or after July 22, 2016**, services must be received:

- every six months for the first year
- on an annual basis thereafter if continuing to work for pay less than minimum wage.

FAQs

What is the easiest way to get information about these services?

- Ask your current service provider.

Who can connect you to required services?

- Your current service provider
- Your school
- Your DDD Support Coordinator or Behavioral Health Case Manager

