



# Division of Vocational Rehabilitation and Agency for Persons with Disabilities

Quality Council Presentation  
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# Presenters

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# What We Will Cover

- How the Division of Vocational Rehabilitation (VR) and the Agency for Persons with Disabilities (APD) work together to assist individuals in pursuing competitive integrated employment and reach their employment goals.
- How to apply for these services.



# The Benefits of Employment

- More Self-Sufficient (money, choices, etc.)
- Relationships with other people
- Inclusion in Community Activities
- Better Health
- Increased Self-Esteem and Self-Worth
- Success



# Your Decision to Work

You need to ask:

- What kind of work do I want to do?
- Am I ready to start making money?
- How will work and income affect my benefits?
- What will happen to my health insurance coverage if I work?

# It's Your TEAM



# Who are VR and APD?

## VR

- ⑩ State Agency
- ⑩ Helps persons with disabilities find and maintain employment and enhance their independence.

## APD

- ⑩ State Agency
- ⑩ Supports persons with developmental disabilities in living, learning, and working in their communities.
- ⑩ Administers the day-to-day operations of the Florida iBudget Home and Community-Based Services waiver (also referred to as iBudget waiver).

# Eligibility

## VR

- **Physical or mental** impairment that results in a substantial impediment to prepare for, gain, or retain **employment.**
- Must be able to benefit from VR services.

## APD

- Autism – Severe Forms
- Cerebral palsy
- Down syndrome
- Intellectual disabilities
- Prader-Willi syndrome
- Spina-bifida
- Phelan-McDermid syndrome



# The VR Program is.....

- A Federal/State Partnership.
- Employment-focused.
- Based on Eligibility Criteria that requires and individual have
  - A goal/desire to become employed.
  - A physical or mental disability interferes with their ability to become employed.

# VR Program Eligibility

## Pre-Employment Transition Services

- **Available to students age 14-21 enrolled in secondary or postsecondary education programs.**
- Copy of a Current IEP, or
- Current 504, or
- Signed letter on school letterhead indicating that the student has a disability.

## Traditional VR

- **Available to individuals age 14 and above**
- Must have a physical or mental impairment (disability).
- The impairment presents impediment to employment.
- The individual must require VR services and be able to benefit from these services in terms of an employment outcome.

# Pre-ETS Services Offered

WIOA ensures every student with a disability has the opportunity to participate in Pre-ETS. The five services are:

- Job exploration counseling;
- Postsecondary education counseling;
- Self-advocacy training, including youth peer mentoring;
- Work-based learning experiences (WBLE), and
- Work-readiness training.

# VR Programs

- Pre-Employment Transition Services (Pre-ETS)
- General Employment Services
- Supported Employment Services
- Self-Employment and Supported Self-Employment
- Ticket to Work (Social Security Administration)
- Transition Youth: Project SEARCH, High School High Tech and Inclusive Postsecondary Education
- Deaf, Hard of Hearing and Deaf-Blind Services
- Independent Living Program
- Florida Alliance for Assistive Services and Technology
- Business Relations Representatives

For more detailed information about each VR program, visit our website at [www.RehabWorks.org/programs](http://www.RehabWorks.org/programs)

# APD Program Eligibility

## Employment Enhancement Project (EEP)

- Provide opportunities for internships and competitive integrated employment to APD clients in Pre-Enrollment
- APD clients 18 years of age or older, who express a desire to obtain competitive integrated employment at or above minimum wage
- Supported Employment

## Life Skills Development Level 4 - Prevocational service

- **New Service:**  
Added to the iBudget Waiver in collaboration with AHCA through Rule Promulgation Process
- Learning and work experiences including volunteer work
- General skills such as: effective communication, workplace conduct, and following directions

## Life Skills Development Level 2 - Supported Employment Phase 2

- Training and assistance to help clients in job development and sustain paid employment
- Assist with acquisition, retention, or improvement of skills related to accessing and maintaining competitive integrated employment
- Clients who have exhausted other available resources from school and VR

# APD iBudget Waiver Services

- Life Skills Development 1 (Companion)
- Life Skills Development 2 (Supported Employment – Phase 2)
- Life Skills Development 3 (Adult Day Training)
- Life Skills Development 4 (**NEW** Prevocational)
- Personal Supports
- Respite Care
- Consumable Medical Supplies
- Durable Medical Equipment
- Support Coordination
- Transportation
- Speech Therapy
- Occupational Therapy
- Physical Therapy
- Supported Living Coach
- Residential Habilitation
- Standard and Live-in Residential Habilitation
- Behavior Focus Residential Habilitation
- Intensive Behavior Residential Habilitation
- Dental Services
- Behavior Analysis Services
- Behavior Assistant Services
- Specialized Mental Health Counseling
- Skilled Nursing
- Residential Nursing

# APD iBudget Waiver Services

Effective May 18, 2023, APD, in collaboration with the Agency for Health Care Administration, finalized a Waiver Amendment to:

- **Bring Life Skills Development 2 (Supported Employment) and Life Skills Development 3 (Adult Day Training)** services into compliance with federal Home and Community-Based (HCBS) Settings Rule
- **Life Skills Development 3 Adult Day Training** – Assists individuals in developing and maintaining life skills that enable them to participate in their communities, engaged in meaningful day activities. No longer includes employment or job specific training.

# APD iBudget Waiver Services

- **Life Skills Development 4 Prevocational Service (NEW)** – Provides prevocational training and work experiences to include general, non-job task specific skills to help clients transition to Vocational Rehabilitation and eventually obtain employment in competitive, integrated community settings at or above minimum wage
- **Life Skills Development 2 Supported Employment** – Increased the group rates for LSD2 Group to match the rates of LSD3 as an incentive for more providers and to create more opportunities for clients to obtain competitive integrated employment at or above minimum wage.



# How VR and APD Can Help

## VR

- Determine eligibility
- Vocational planning
- Referral to other services
- Postsecondary school options
- Guidance and counseling
- Assure ongoing supports
- Confirm that extended supports are possible

## APD

- Identify who wants to work
- Assist in referral to VR
- Assist in job placement if VR is unable to serve
- Provide medically necessary and community services needed to allow individuals to work
- Provide ongoing employment supports

# Supported Employment: A Collaborative Process

## VR

### VR Funds Phase 1 Services

- **Initial Phase** – Is preparing for and obtaining employment that is individualized, consistent with the individual's unique strengths and interests. It is designed to support employment opportunities for an individual with the most significant disabilities.

## APD

### APD Funds Phase 2 Services

- **Follow-Along** – Is funded by the Agency for Persons with Disabilities. It provides ongoing supports or services required to maintain long term employment. This may be provided from a variety of sources.

# Competitive Employment Approaches

## Available through VR:

- Supported Employment
- Self-Employment/Supported Self-Employment
- Customized Service Options
- Youth Services
- On-the-Job Training

## Available through APD:

- Group Supported Employment
- Individual Supported Employment
- Self-Employment/Supported Self-Employment

# Employment First Act

- 2011 – Governor’s Commission on Jobs for Floridians with Disabilities. Interagency Collaborative Agreement (11 Agencies) which drives Florida’s Employment First activities.
- FL Developmental Disabilities Council, Institute for Community Inclusion at UMass, and NASDDDS partnered to develop an Employment First Initiative in Florida. • The agreement developed a framework for formally implementing Employment First efforts through system change activities and innovative projects.
- 2012 – Obtained support from Florida’s executive and legislative branches, state agencies, and stakeholders for Florida to become an Employment First state. • For more information, visit [www.employmentfirstfl.org](http://www.employmentfirstfl.org)
- 2013 – Executive Order resulted in the Employment First

# Florida Working Together to Make Employment an Option for All

- Agency for Persons with Disabilities
- Department of Commerce
- Workforce Florida, Inc. d/b/a CareerSource Florida
- Department of Children and Families, Substance Abuse and Mental Health Office
- Florida Developmental Disabilities Council, Inc.
- Department of Education, Division of Exceptional Education and Student Services
- Department of Education, Division of Vocational Rehabilitation
- Department of Education, Division of Blind Services
- Florida Association of Rehabilitation Facilities, Inc.
- Florida Department of Transportation, Commission for the Transportation Disadvantaged
- The Arc of Florida

# Interagency Memorandum of Agreement: VR, AHCA and APD

- The scope of the Memorandum of Agreement governs all related programs, projects, and activities between VR and APD.
- Improve interagency communication.
- Improve competitive integrated employment for those with intellectual or developmental disabilities.
- Establish protocols and safeguards to facilitate the exchange of confidential information.

# Interagency Memorandum of Agreement: VR, AHCA and APD

- Maximize quality of service delivered by an effective referral process and coordination of supported employment services.
- Identify issues, policies, and practices that present systemic barriers to participate.
- Supports Florida's Employment First Objectives and belief that individuals with disabilities can work when given the opportunity through appropriate and timely assistance.

# VR, AHCA & APD Interagency Planning and Development

- **Consistent with the purpose & guiding principles of the MOA, the APD/VR adopt the following:**
  - Engage in periodic strategic planning, analysis, consultation, and technical assistance.
  - Identify Partner Liaisons on a state level to meet on a minimum of a quarterly basis.
  - Identify Partner Liaisons on a local level to review mutual customers and the services needed.
  - Maintain active Partner representation on associated council, committees, and work groups.



# VR, AHCA & APD Interagency Planning and Development

- **State level responsibilities:**

- APD furnish to VR a monthly data request file of APD clients 14 years of age or older, receiving iBudget Waiver services or on the Pre-Enrollment Categories.
- VR provide monthly response to APD on the number of individuals mutually served by APD.
- VR and APD conduct program evaluation activities that address program effectiveness that track and measure employment outcomes of individuals with DD who receive both APD and VR Services.

# Section 511 of the Rehabilitation Act

Section 511 of the Rehabilitation Act places limitations on the payment of subminimum wages by entities holding special wage certificates under Section 14(c) of the Fair Labor Standards Act. The purpose of Section 511 is to ensure that individuals with disabilities have access to information and services that will enable them to achieve competitive integrated employment. Section 511 includes requirements for state VR agencies, subminimum wage employers, and local and/or state educational agencies, including specific requirements for youth prior to their participation in subminimum wage employment.

# Section 511 of the Rehabilitation Act (Cont.)

1. Transition Services under the Individuals with Disabilities Education Act and/or Pre-Employment Transition Services under Workforce Innovation Opportunity Act
2. Vocational Rehabilitation (VR), as follows:
  - a. The youth applied for VR services and was found ineligible **or**;
  - b. The youth applied for VR services and was found eligible **and**; had an individualized plan for employment (IPE) **and**; worked toward an IPE employment outcome for a reasonable period without success **and**; the VR case was closed
3. Career Counseling, provided by a VR Counselor

# VR Referral Form

Referrals for VR services can be made by anyone – including you. Once a referral for services has been completed, VR will contact the referred individual with information about orientation and the next steps in the process.

- English at <https://www.rehabworks.org/docs/VocationalRehabilitationReferralFormNov2020.docx>
- Referido Cliente (Spanish) at <https://www.rehabworks.org/docs/ReferidodeRahbilitacionVocacionalNov2020.docx>

The Florida Department of Education, Division of Vocational Rehabilitation (VR) is here to help eligible individuals with physical and mental disabilities to find, keep or get a better job. Please complete this page and mail or turn in the referral to the nearest VR office. For a list of offices, go to the [VR Website](#) and click on "Contact Us." Then select "Directory of Local VR Offices and Vendors," or call toll free (800)451-4327.

**Referral to Vocational Rehabilitation**

**Name of Individual (Please Print)** \_\_\_\_\_ **Date of Birth** \_\_\_\_\_ **Social Security Number** \_\_\_\_\_

**Address (Home)** \_\_\_\_\_ **City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Address (Mailing)** \_\_\_\_\_ **City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Telephone Number**  Home  Cell \_\_\_\_\_ **Additional Contact Name** \_\_\_\_\_

**Additional Contact Phone Number** \_\_\_\_\_ **Additional Contact Email** \_\_\_\_\_

**What is the best method of contact? (Select one)**  
 Email  Mail  Phone  Other (specify) \_\_\_\_\_

**Can VR leave a message at the number listed above?**  Yes  No

**Gender**  Male  Female  Does not wish to disclose or self-identify

**Education Level** \_\_\_\_\_ **Have you ever received services from VR?**  Yes  No

**Marital Status**  Divorced  Married  Never Married  Separated  Widowed

**Ethnicity**  Hispanic or Latino  Not Hispanic or Latino  Does not wish to disclose or self-identify

**Race (Check all that apply)**  
 American Indian/Alaska Native  Asian  Black or African American  Does not wish to disclose or self-identify  
 Native Hawaiian or Other Pacific Islander  White

**Accommodations**  
Do you require an interpreter?  Yes, ASL  Yes other, specify language: \_\_\_\_\_  
Do you require translated documents?  Yes  No  
Do you require an assistive listening device?  Yes  No  
Do you require any other accommodations for your impairment?  Yes  No

**What impairment prevents you from working?** \_\_\_\_\_ **Yes** If so, please explain: \_\_\_\_\_

**How can VR help you become employed?** \_\_\_\_\_

**How did you hear about us?** \_\_\_\_\_

**Agency/Vendor/School:** \_\_\_\_\_ **Contact Person:** \_\_\_\_\_ **Phone #:** \_\_\_\_\_

**Received Date:** \_\_\_\_\_ **Contacted by:** \_\_\_\_\_ **Phone:** \_\_\_\_\_ **Mail:** \_\_\_\_\_ **In Person:** \_\_\_\_\_ **Fax:** \_\_\_\_\_  
**Contact Date:** \_\_\_\_\_ **Date:** \_\_\_\_\_ **Phone:** \_\_\_\_\_ **Group:** \_\_\_\_\_ **Letter:** \_\_\_\_\_ **In Person:** \_\_\_\_\_ **Video:** \_\_\_\_\_  
**Orientation Scheduled:** \_\_\_\_\_ **Additional Notes:** \_\_\_\_\_

**Outcome of Referral**  
 Completed Application  Completed Orientation  Decided not to apply  Missed Orientation  
 Other \_\_\_\_\_

The Florida Vocational Rehabilitation program receives 78.7 percent of its funding through a grant from the U.S. Department of Education. For the 2020 Federal fiscal year, the total amount of federal grant funds awarded were \$13,000,001. The remaining 21.3 percent of the cost (\$4,459,148) were funded by Florida State Appropriations. (11/2020)

local street address line 1 • city, state, zip • phone • fax number

# APD Information

Please visit [www.apdcares.org](http://www.apdcares.org) for additional information.  
You can find listings of all APD offices with addresses and phone numbers.

You may also call if you have any questions, toll-free  
**1-866-APD-CARES (1-866-273-2273).**

Or feel free to email us: [APD.info@apdcares.org](mailto:APD.info@apdcares.org)

Online application:

<https://apd.myflorida.com/customers/application/>



# Contact Information

VR Supported Employment Administrator

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# Questions

# Thank You

To learn more, Call VR: 800-451-4327 or  
find an office near you by visiting [RehabWorks.org](https://RehabWorks.org)

Call APD: 866-APD-CARES, (1-866-273-2273)  
Find an Office Near You at [apdcare.org/Locations](https://apdcare.org/Locations)

The Florida Department of Education, Division of Vocational Rehabilitation (VR) is an equal opportunity employer. It is against the law for VR as a recipient of Federal financial assistance to discriminate against any individual in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief. The application process used by VR to determine eligibility for services, any subsequent services and the entire VR process are subject to these non-discrimination requirements. Auxiliary aids and services are available upon request to individuals with disabilities. VR program receives 78.7 percent of its funding through a grant from the U.S. Department of Education. For the 2021 Federal fiscal year, the total amount of grant funds awarded were \$176,521,122. The remaining 21.3 percent of the costs (\$47,775,094) were funded by Florida State Appropriations. Revised October 2022.

