

# VR Eligibility, Individualized Plan for Employment, Outcomes/Performance Indicators

William Schulz (Chief of Field Services)  
Tina Brand (Chief of Quality Assurance)

***State Rehabilitation Council Meeting***

***Wednesday, May 14, 2025***



# VR ELIGIBILITY DETERMINATION

- ▶ *Occurs within 60 days from date of Application*
- ▶ *Extension - up to 30 additional days*
- ▶ *Documented with Certificate of Eligibility*
- ▶ *Recourse to Client Assistance Program (CAP)*

# ELIGIBILITY (continued)

## ***Four Factors in determining eligibility:***

- 1. Physical or mental impairment***
- 2. Substantial impediment to employment***
- 3. Requires VR services to enter/return to workforce***
- 4. Ability to benefit from VR***
  - Presumed unless “clear and convincing evidence” to the contrary***

## ***Trial Work Experience (TWE)***

- A specialized service that determines if a consumer can benefit from DVRS services***
- A case cannot be closed as too significantly disabled to work without a TWE being provided/attempted***

# INDIVIDUALIZED PLAN FOR EMPLOYMENT (IPE)

- *Occurs within 90 days of Eligibility Determination*
- *Extension when necessary and on limited basis*
- *By mutual agreement and with “Informed Choice”*
- *Signed, contractual agreement between participant and DVRS*

# IPE (continued)

- ***Services to assist participant to achieve employment goal consistent with:***
  - ***Strengths, limitations, aptitudes, interests, and abilities***
- ***Identifies all services as well as timeframes, costs, responsibilities, and responsible parties to complete services***
- ***Recourse to CAP if denial or suspension occurs***
- ***Amended as necessary***

# TIMELY CASE MOVEMENT

- ***New Jersey DVRS has maintained monthly, agency-wide averages of 95% or better for “timely” case movement, i.e., processing from Application to Eligibility Status within 60 days and from Eligibility to Service Status within 90 days***
- ***Additionally, NJ DVRS has been “moving” the majority of consumers’ cases to Eligibility and Service statuses within 30 and 45 days, respectively, demonstrating “Rapid Engagement”***

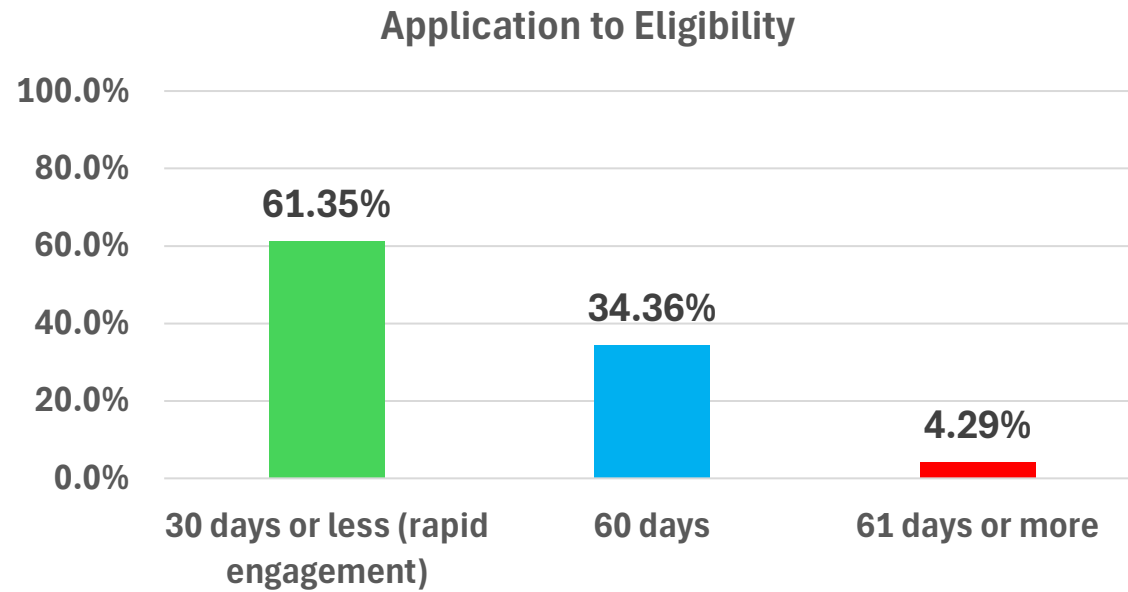
# RAPID ENGAGEMENT



- ▶ *Also known as “Sustained” or “Meaningful” Engagement*
- ▶ *Has demonstrated positive impact on Successful Outcomes*
- ▶ *Addresses advances in technology*
- ▶ *Emphasized by Rehabilitation Services Administration (RSA)*
- ▶ *See [RSA-TAC-24-01](#)*

# RAPID ENGAGEMENT (continued)

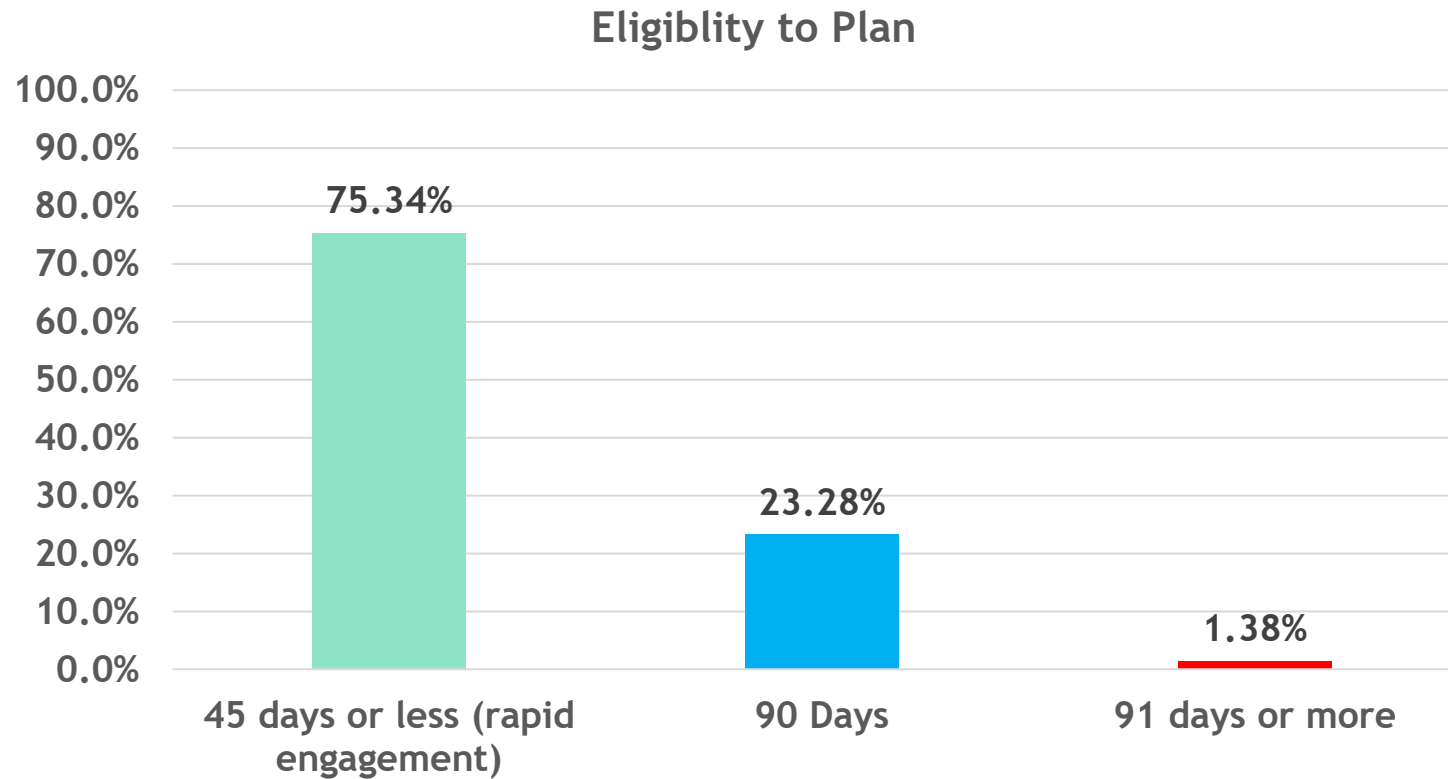
- ***Data from New Jersey DVRS (Federal Fiscal Year 2025 Q1 and Q2)***





# RAPID ENGAGEMENT (continued)

► *Data from New Jersey DVRS (Federal Fiscal Year 2025 Q1 and Q2)*



# WIOA PERFORMANCE INDICATORS

***Employment Rate → 2<sup>nd</sup> Quarter after Exit***

***Employment Rate → 4<sup>th</sup> Quarter after Exit***

***Median Earnings → 2<sup>nd</sup> Quarter after Exit***

***Credential Attainment***

***Measurable Skills Gains***

# WAGE-BASED INDICATORS

- *The percentage of participants in unsubsidized employment during the second quarter after exit from the program*
- *Wages are verified through the State Wage Interchange System (SWIS)*
- *There is a 2-quarter lag in Unemployment Insurance (UI) wage data*
- *Participants with both successful and unsuccessful outcomes are included in these indicators, unless excluded from the agency's performance*

# SKILLS-BASED INDICATORS

- ▶ *A Credential is defined as the attainment of an industry-recognized certificate or certification, such as:*
  - ▶ *Certificate of completion of an Apprenticeship*
  - ▶ *License recognized by the State or Federal Government*
  - ▶ *Associate, Baccalaureate, or Graduate Degree*
  - ▶ *Secondary School Diploma (or its equivalent)*
  - ▶ *Credentials DO NOT include:*
    - ▶ *General Computer Training, e.g. MOUS*
    - ▶ *Good Hygiene, Health, and Safety Practices, e.g., ServSafe, First Aid, CPR, OSHA-10*
    - ▶ *On-the-Job Training (OJT)*

# SKILLS-BASED INDICATORS (continued)

***A Measurable Skill Gain (MSG) is defined as “documented progress” in 1 of the following 5 areas:***

- 1. Achievement of an educational functioning level below the postsecondary education level***
- 2. Attainment of a secondary school diploma***
- 3. Satisfactory secondary or postsecondary transcript or report card for a term or semester***
- 4. Satisfactory progress report towards established milestones, such as completion of On-the-Job-Training (OJT) or one year of an apprenticeship program or similar milestones***
- 5. Successful passage of an exam required for a particular occupation or progress in attaining technical or occupational skills as shown by trade-related benchmarks***

# SKILLS-BASED INDICATORS (continued)

- ***Credentials and MSGs share the following:***
  - ***BOTH are documented when they are achieved by the participant and NOT the date that the VR Counselor received the supporting documentation***
- ***Credentials and MSGs differ in the following way:***
  - ***Credential Rate includes participants who exited the VR program during the previous calendar year***
  - ***MSG Rate includes participants enrolled in an education or training program leading toward a credential or employment during the program year. It is NOT an exit-based measure.***

# Questions

