



# 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

