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.

**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.

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**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.

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For more information, go to the following Department of Labor web-page: [https://www.doleta.gov/wioa/](https://www.doleta.gov/wioa/)
All People Currently Working in Jobs that Pay 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.

**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.

For more information, go to the following Department of Labor web-page: [https://www.doleta.gov/wioa/](https://www.doleta.gov/wioa/)