



WIOA Disability-Related Reporting: A Deep Dive into the Participant Individual Record Layout (PIRL)

September 24, 2020

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WELCOME

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U.S. Department of Labor (DOL), Employment
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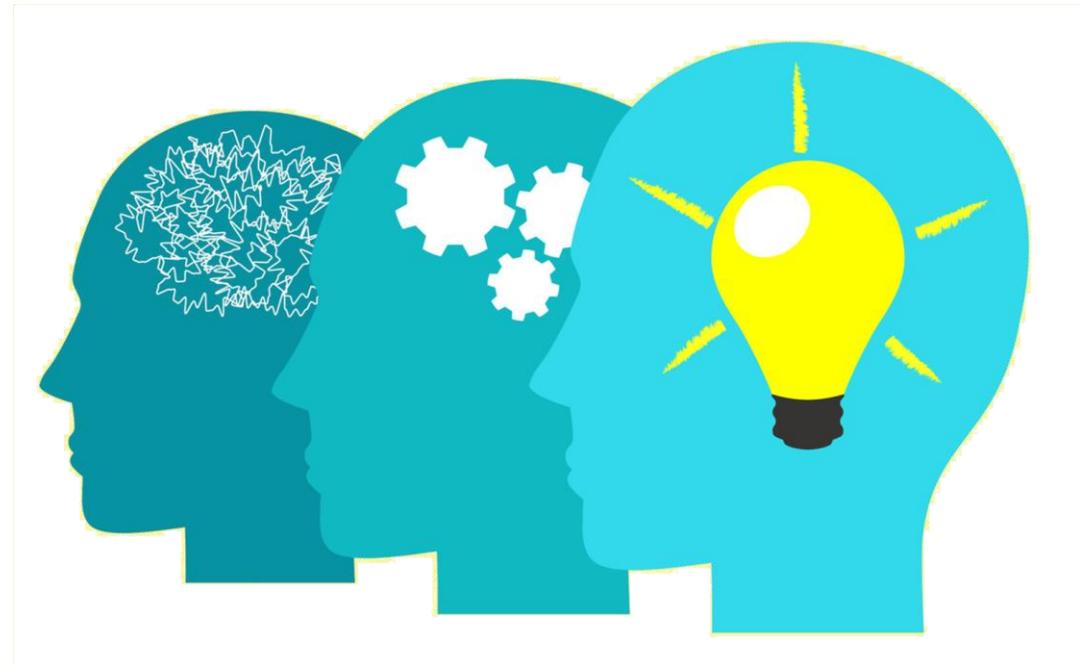


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TODAY'S AGENDA: WORKING TOWARD A UNIFORM UNDERSTANDING OF WIOA REPORTING

- Define the disability-related PIRL data elements
- Share Wisconsin's promising practices
 - Case management system
 - Guidance
 - Training



PIRL 202: INDIVIDUAL WITH A DISABILITY

The participant indicates that they have a disability, no disability, or chooses not to indicate their disability status.

- **Disability:** A physical or mental impairment that substantially limits one or more of the person's major life activities, as defined in Section 3(2)(a) of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102).

Code	Definition
1	Indicates that they have any disability
0	Indicates they do not have a disability
9	Participant did not self-identify



PIRL 203: CATEGORY OF DISABILITY - I

Participants indicate their type of disability from a list of seven different categories of disabilities.

Participants may choose all of the categories that apply or may choose not to indicate their category of disability.



PIRL 203: CATEGORY OF DISABILITY - II

Code	Definition
1	Physical/Chronic health condition
2	Physical/Mobility impairment
3	Mental/Psychiatric disability, or emotional condition
4	Blind or has serious difficulty seeing
5	Deaf or has serious difficulty hearing
6	Learning disability
7	Cognitive/Intellectual disability
9	Does not indicate type of disability
0	No disability



PIRL 204: SDDA SERVICES - I

Whether or not the participant with a disability has received (employment or other) services funded by the State Developmental Disabilities Agency (SDDA).

Developmental disabilities are a group of conditions due to an impairment in physical, learning, language, or behavior areas that may impact day-to-day functioning. Most developmental disabilities begin before birth and last throughout a person's lifetime.



PIRL 204: SDDA SERVICES - II

Code	Definition
1	Received services funded by the State Developmental Disabilities Agency (SDDA)
0	Does not meet any of these conditions ➤ Has a disability but did not receive SDDA
Blank	Does not apply ➤ Does not have a disability



PIRL 205: LSMHA SERVICES

Whether or not the participant with a disability has received (employment or other) services funded by a local or state mental health agency (LSMHA).

Code	Definition
1	Received services funded by a local or state mental health agency (LSMHA)
0	Does not meet any of these conditions <ul style="list-style-type: none">➤ Has a disability but did not receive LSMHA
Blank	Does not apply <ul style="list-style-type: none">➤ Does not have a disability



PIRL 206: MEDICAID HCBS SERVICES - I

Whether or not the participant with a disability has received (employment or other) services funded via a State Medicaid Home- and Community-Based Services waiver (HCBS).

These long-term care services and supports are provided to people in their home or community, rather than in an institutional setting.



PIRL 206: MEDICAID HCBS SERVICES - II

Code	Definition
1	Received services funded via a state Medicaid HCBS waiver
0	Does not meet any of these conditions <ul style="list-style-type: none">➤ Has a disability but did not receive Medicaid HCBS
Blank	Does not apply <ul style="list-style-type: none">➤ Does not have a disability



PIRL 207: WORK SETTING - I

Whether or not the participant with a disability:

- *is working in competitive integrated employment (CIE) –*
 - People with/without disabilities working together in a workplace
 - Rate of pay, duties, benefits, and location are comparable to other employees without disabilities in similar positions.



PIRL 207: WORK SETTING - II

Whether or not the participant with a disability:

- *was formerly employed in supported employment* - an integrated setting with ongoing support services for individuals with significant disabilities.



PIRL 207: WORK SETTING - III

Whether or not the participant with a disability:

- *is working in group supported employment* – supervised employment for small groups of workers with disabilities
- *is working in a sheltered workshop* - an institution providing segregated employment opportunities for individuals with disabilities, or
- is working in two or more of these settings.



PIRL 207: WORK SETTING - IV

Code	Definition
1	Working in competitive, integrated employment (CIE)
2	Formerly employed in supported employment
3	Working in group supported employment
4	Working in a sheltered workshop
5	Working in two or more of these settings (1 – 4)
0	Not currently employed
Blank	Does not apply ➤ Does not have a disability



PIRL 208: TYPE OF CUSTOMIZED EMPLOYMENT SERVICES (CES) RECEIVED - I

Whether or not the participant with a disability:

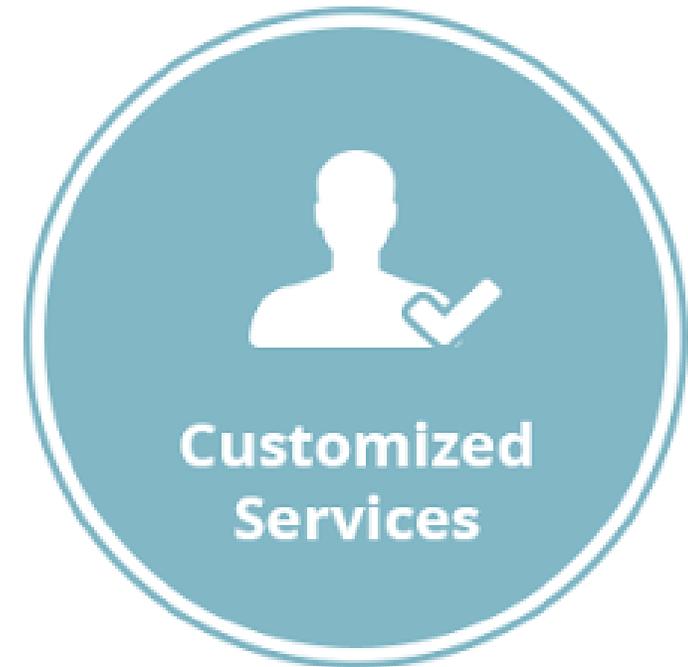
- *received discovery assessment services* - process to determine aspects crucial to a person's employment success
- *developed a customized employment search plan* – a plan toward meaningful employment that is based on an individual's unique aspects



PIRL 208: TYPE OF CUSTOMIZED EMPLOYMENT SERVICES (CES) RECEIVED - II

Whether or not the participant with a disability:

- *received employer negotiation services* – an employment coach or jobseeker has negotiated job tasks and accommodations with an employer
- *received secure, unsubsidized employment as a result of receiving customized employment services and/or extended support services*



PIRL 208: TYPE OF CUSTOMIZED EMPLOYMENT SERVICES (CES) RECEIVED - III

Code	Definition
1	Received discovery assessment services
2	Developed a customized employment search plan
3	Received employer negotiation services
4	Received secure employment as a result of receiving CES and received extended support services
0	No CES services
Blank	Does not apply ➤ Does not have a disability



PIRL 209: FINANCIAL CAPABILITY - I

Whether or not the participant with a disability has a receipt and has received benefit planning services, financial capability/asset development services, or both services.



PIRL 209: FINANCIAL CAPABILITY - II

Code	Definition
1	Received benefit planning services
2	Received financial capability/asset development services
3	Received both benefit planning services and financial capability/asset development services
0	Has not received these services
Blank	Does not apply ➤ Does not have a disability



PIRL 939: INDIVIDUALIZED EDUCATION PROGRAM - I

Whether or not the participant with a disability currently has or formerly had an Individualized Education Program (IEP)/Special Education Services while attending Secondary School.



PIRL 939: INDIVIDUALIZED EDUCATION PROGRAM - II

An IEP is a plan used to ensure that students with disabilities eligible to receive special education and related services under the Individuals with Disabilities Education Act receive services tailored to meet their unique needs in the least restrictive environment to prepare them for further education, employment, and independent living.



PIRL 939: INDIVIDUALIZED EDUCATION PROGRAM - III

Code	Definition
1	Currently has an Individualized Education Program/Special Education Services while attending secondary school
2	Formerly had an Individualized Education Program/Special Education Services while attending secondary school
0	Neither condition applies
Blank	Neither condition applies ➤ Does not have a disability



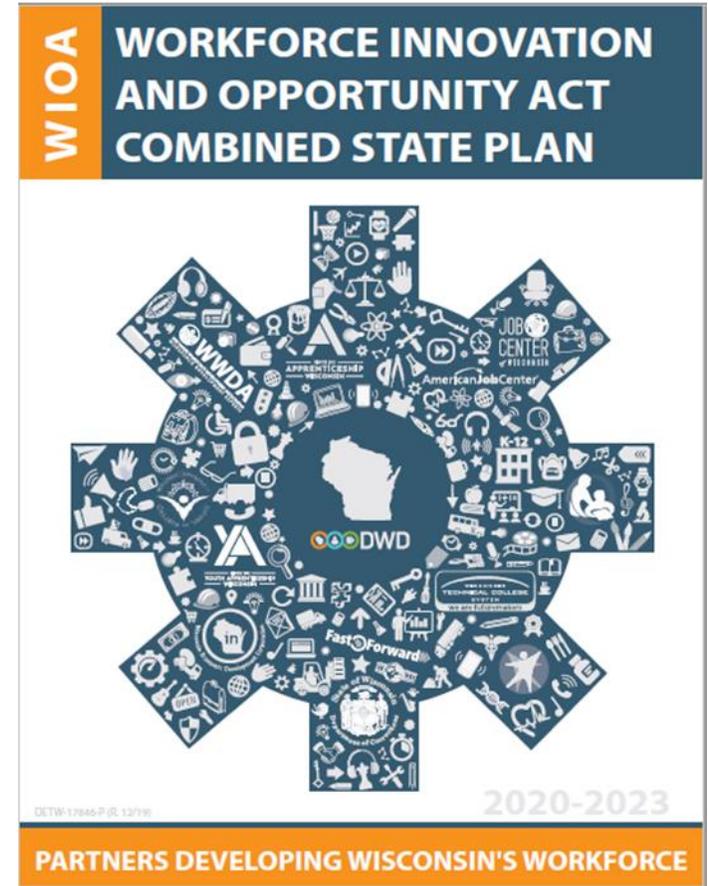
PIRL 940: SECTION 504 PLAN

Whether or not the participant with a disability has a Section 504 plan, where plans provide students with disabilities reasonable accommodation from public schools, and any college, trade school, or private school that gets federal funding.

Code	Definition
1	Has a Section 504 Plan
0	Does not meet this condition
Blank	Does not apply ➤ Does not have a disability



PROMISING PRACTICES FROM WISCONSIN



WISCONSIN BY THE NUMBERS

	NATIONAL DATA	WISCONSIN DATA
Participants with Disabilities	5.2%	8.2%
Disability Status Unknown	11.5%	1.9%
Category of Disability	26.3%	79.1%

BENEFITS OF QUALITY DISABILITY-RELATED DATA - I

- For the State and Local Areas
 - Improved capability for partnering, coordinating, and leveraging services
 - Increased possibilities to negotiate performance targets when you understand who you are serving
 - Added evidence-building activities



BENEFITS OF QUALITY DISABILITY-RELATED DATA - II

- For Customers
 - Informed Career Planners
 - Monitor, protect, uphold individual rights
 - Improved opportunities for appropriate employment
 - Enhanced flexibility for co-enrollment and funded services
 - More informed referrals



BENEFITS OF QUALITY DISABILITY-RELATED DATA - III

- For Employers
 - Aggregate data only!
 - Modeling the ADA
 - Improved ability to meet the needs of employees
 - Increased capability to recruit and hire workers with disabilities
 - Improved employment outcomes of individuals with disabilities



COLLECTING DISABILITY-RELATED DATA – I

At Registration – initially populated based on the entry from Job Center of Wisconsin.

Field	Options	Type of Field
PIRL 202—Disability	Unknown/Undisclosed, Yes, No	Dropdown
Make all information about this customer confidential.	Checkbox	If the box is checked, then only the Career Planner and Career Planner’s supervisor can view the person.

COLLECTING DISABILITY-RELATED DATA – II

At Participation – for the Title I and Title III programs.

Field	Options	Checkboxes
PIRL 203— Category of Disability	<ul style="list-style-type: none">• Physical/Chronic Health Condition• Physical/Mobility Impairment• Mental or Psychiatric Disability• Vision-related Disability• Hearing-related Disability• Learning Disability• Cognitive/Intellectual Disability• No Disability• Participant did not disclose type of Disability	Any box can be checked.



COLLECTING DISABILITY-RELATED DATA – III

At Participation – for the Title I and Title III programs. Immediately appears after Individual with Disability = Yes

Field	Values	Type of Field
PIRL 204—Individual with a Disability SDDA Services	Yes, No, No Response	Radial Button, one must be selected
PIRL 205—Individual with a Disability LSMHA Services	Yes, No, No Response	Radial Button one must be selected
PIRL 206—Individual with a Disability Medicaid HCBC Services	Yes, No, No Response	Radial Button, one must be selected

All disability-related data elements now appear in the same section of case management layout.

COLLECTING DISABILITY-RELATED DATA – IV

At Participation – for the Title I and Title III programs. Immediately appears after Individual with Disability = Yes

Field	Values	Type of Field
PIRL 207— Individual with a Disability Work Setting	Competitive Integrated Employment, Individual Supported Employment, Group Supported Employment, Sheltered Employment, Combination of two or more settings, Not Employed, No Response	Dropdown, must select one.

All disability-related data elements now appear in the same section of case management layout.

COLLECTING DISABILITY-RELATED DATA – V

At Participation – for the Title I and Title III programs. Immediately appears after Individual with Disability = Yes

Field	Values	Type of Field
PIRL 208— Individual with a Disability Type of Customized Employment Services Received	Discovery Assessment Services, Developed a customized employment search plan, Employer negotiation services, Employed result of customer employment services and extended support services, No CES services, No Response	Dropdown, must select one.

All disability-related data elements now appear in the same section of case management layout.



COLLECTING DISABILITY-RELATED DATA – VI

At Participation – for the Title I and Title III programs. Immediately appears after Individual with Disability = Yes

Field	Values	Type of Field
PIRL 209—Individual with a Disability Financial Capacity	Benefit Planning Services, Financial Capability/asset development services, Benefit plan/financial capability/asset development, No, No Response	Dropdown, must select one.

All disability-related data elements now appear in the same section of case management layout.

COLLECTING DISABILITY-RELATED DATA – VII

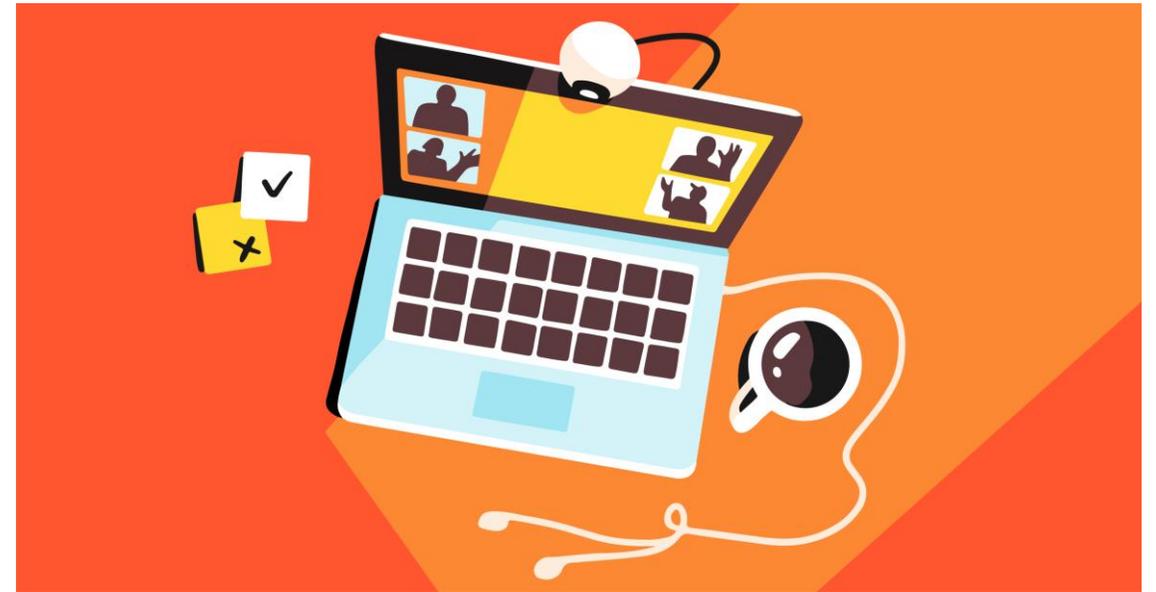
At Participation – for the Title I and Title III programs. Immediately appears after Individual with Disability = Yes

Field	Values	Type of Field
PIRL 939—Individual with a Disability Individualized Education Program	Current IEP, Previous IEP, No Response	Dropdown, must select one.
PIRL 940—Individual with a Disability Section 504	Yes, No, No Response	Radial Button, one must be selected

All disability-related data elements now appear in the same section of case management layout.

CONSISTENT MESSAGING AND FREQUENT TRAINING

- WIOA Performance Friday webinars (2x's a month). Topics include:
 - Impact of Statistical Adjustment Model on Performance
 - Training on newest disability-related PIRL data elements



STATISTICAL ADJUSTMENT MODEL

- End-of-year results
- Location of documentation
- Annual training conducted



TRAINING ON DISABILITY-RELATED PIRL DATA ELEMENTS

- Foundational training in 2017
- Changes to Automated System Support for Employment Training (ASSET) System
- Document the guidance
- Reemployment Services and Eligibility Assessment (RESEA) Assessment



COLLECTING DISABILITY-RELATED INFORMATION

- Job Center of Wisconsin registration
- Steps taken to obtain the data:
 - Intake and application forms
 - Move towards common intake
 - ASSET data input capabilities
 - Data sharing and usage by partners



RESOURCES

- **Interactive Online Data Visualization Tool**
 - <http://drivedisabilityemployment.org/wioa-reporting>
- **Disability-Related Reporting in the Participant Individual Record Layout (PIRL) – a five-page brief**
 - <http://leadcenter.org/resources/report-brief/disability-related-reporting-participant-individual-record-layout-pirl>
- **Wisconsin’s Guidance on the Disability-Related Data Elements**
 - <http://leadcenter.org/webinars/archived>

QUESTIONS AND ANSWERS





LEAD CENTER

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WORKFORCE DATA QUALITY INITIATIVE: BUILDING CONNECTED DATA SYSTEMS THAT HELP US WORK SMARTER & DELIVER FOR CUSTOMERS

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