SIDE ONE:

**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 Support & Services = Job Earnings 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

1. 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.

**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.

QUOTE: “When all people with intellectual/

developmental disabilities work in their

communities, everyone succeeds. With the

right job and supports, everyone

can work.”

-Employment First

For more information, go to the following Department of Labor web-page: <https://www.doleta.gov/wioa/>

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AZ Employment First – Job Opportunities Build Success

AZ Rehabilitation Services Administration, Vocational Rehabilitation

SIDE TWO:

**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.

Significant Disability + Necessary Support & Services = Job Earnings 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 = Request 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

For more information, go to the following Department of Labor web-page: <https://www.doleta.gov/wioa/>

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