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.

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**“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.

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.

[**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.

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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/)