Disability-Related Reporting in the Participant Individual Record Layout (PIRL)

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The U.S. Department of Labor (DOL) contracted Social Policy Research Associates (SPR), with its partner National Disability Institute, to conduct the following complementary tasks:

1. Investigate the state of disability-related workforce reporting to better understand the reporting challenges states and local areas face.
2. Provide technical assistance and training for staff at all levels of the workforce system so that they may better understand how to report disability-related data and make informed decisions when providing services.

As the first step in a multi-deliverable work plan associated with these tasks, SPR has analyzed disability-related reporting data from the Participant Individual Record Layout (PIRL). This analysis sheds light on specific PIRL data elements that are or are not being reported, as well as how reporting varies by geography. Specifically, the purpose of this data memo is to summarize the rates of reporting on disability-related elements for participants of the Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser (WP), and Jobs for Veterans State Grants (JVSG) programs from July 2016 to April 2019, and how this varies by states, counties[1], and ETA regions. With this information, DOL and individual states will gain a comprehensive understanding of the following:

1. Specific data elements that could be targeted for general technical assistance efforts;
2. States and/or local areas that are doing relatively well reporting these elements; and
3. States and/or local areas that may benefit from directed technical assistance.

Accompanying this memo is an online interactive data visualization – https://leadcenter.org/wioa-data-visualization-tool/ – that allows users, especially those who are not familiar with the PIRL and/or other services for people with disabilities, to discover the status of reporting in their area and track changes over time. Furthermore, this data visualization provides additional detail to the findings described in this memo.

This memo begins by highlighting key findings from our analysis of reporting on disability-related elements in the PIRL. This is followed by a brief description of the PIRL data elements and accompanying data visualization. Next, the memo provides details on reporting rates for specific data elements and how these vary among states and/or local areas. The memo concludes with a set of recommendations intended to support DOL and states with improving their reporting efforts.

[1] We used county data instead of local workforce development area (LWDA) data to allow for geographic visualization. Currently, there is not a dataset available for visually mapping LWDAs.

Key Findings

SPR's analysis revealed a core set of findings on the reporting of disability-related PIRL elements, as highlighted below.

Nationwide, High Rates of Participants with Disabilities Do Not Disclose Their Type of Disability

- Of WIOA/WP/JVSG participants disclosing they have a disability, 73.7% of participants did not disclose their category of disability, e.g. blindness, chronic physical health condition, learning disability, etc. The PIRL data element is called "Category of Disability**"** and is for participants who disclose that they have a disability (data element 203).

Some States Have High Rates of Reporting Across Most or All Disability-Related Elements

- Some states (e.g. Idaho, Kansas, and Vermont) appear to be reporting well across all ten disability-related elements, as defined by having high rates of participants who disclosed having a disability while also reporting across all additional disability-related elements.
- Wisconsin has the highest rate of reporting for "Category of Disability" (data element 203). Fully, 79.1% of participants in this state who disclose having a disability report the category of that disability. This high rate of reporting is relatively consistent across counties within the state.

Other States have Ample Opportunities for Improvement

- Oregon (38.8%), Maine (38.1%), and Missouri (34%) have the highest rates of participants not disclosing their disability status. This means that participants neither responded yes nor no when asked if they had a disability. (Individual with a Disability, data element 202)
- Some states reported abnormally low rates for other disability-related elements. For example, Colorado, Mississippi, and Washington State reported that no participants (0%) reporting disabilities had any type of work setting (data element 207), customized employment (data element 208), or financial services (data element 209).

About the PIRL

The PIRL[2] is a collection of individual records, each of which contains information about an individual participant's characteristics, services received, and outcomes. It is the official reporting format for programs under WIOA. There are ten PIRL disability-related federal reporting data elements. These ten data elements are highlighted in Exhibit 1. Data elements two through ten are new under WIOA and represent a primary focus of the analyses presented in this memo; they apply only to participants who have disclosed they have a disability. See Appendix A for all data elements' official definitions and coding from the PIRL layout.

Exhibit 1: Disability-Related PIRL Data Elements and Descriptions

Data Element Name	Description
1. Individual with a Disability (Data Element 202)	The participant indicates that he/she has any 'disability', as defined in Section 3(2)(a) of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102). Under that definition, a 'disability' is a physical or mental impairment that substantially limits one or more of the person's major life activities. Participants may also choose not to disclose whether they have a disability.
2. Category of Disability (Data Element 203)	A list of seven different categories of disability, including physical/chronic health condition, physical/mobility impairment, mental illness or emotional, vision-related, hearing-related, learning, or cognitive/intellectual. Participants may also choose not to disclose category of disability.
3. State Developmental Disabilities Agency (SDDA) Services (Data Element 204)	If the participant has received services funded by the State Developmental Disabilities Agency (SDDA).

[2] For this memo and subsequent technical assistance efforts, when we reference the "PIRL" we mean the "DOL-only PIRL," which is used by various programs in the workforce system. The "WIOA PIRL," developed by DOL and the U.S. Department of Education, only includes one of the ten DOL-only PIRL disability-related elements (data element 202) and is therefore not used for our analyses. The DOL-only PIRL is found here: https://www.doleta.gov/performance/pfdocs/ETA_9172_DOL_PIRL_1.18.18.xlsx.

Data Element Name	Description
4. Local or State Mental Health Agency (LSMHA) Services (Data Element 205)	If the participant has received services funded by a local or state mental health agency (LSMHA).
5. Medicaid Home- and Community-Based Services Waiver (HCBS) Services (Data Element 206)	If the participant has received services funded via a state Medicaid Home- and Community-Based Services waiver (HCBS).
6. Work setting (Data Element 207)	If the participant is working in competitive integrated employment, was formerly employed in supported employment, is working in group supported employment, is working in a sheltered workshop, or is working in two or more of these settings.
7. Type of Customized Employment Services (CES) received (Data Element 208)	If the participant received discovery assessment services, developed a customized employment search plan, received employer negotiation services, or received secure employment as a result of receiving customized employment services and extended support services.
8. Financial capability (Data Element 209)	If the participant has a receipt and has received benefit planning services, financial capability/asset development services, or both services.
9. Individualized Education Program (IEP) (Data Element 939)	If the participant currently has or formerly had an Individualized Education Program/Special Education Services while attending Secondary School.
10. Section 504 plan (Data Element 940)	If the participant 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.

This analysis includes WIOA Adult, Dislocated Worker, and Youth; WP; and JVSG PIRL records. Some participants may be co-enrolled in more than one program – e.g. nearly all JVSG participants are also W/P participants. We cleaned all program data to remove duplicate records and ensure that each participant has a single record.[3] In addition, while we included U.S. territories as well as states for this summary, Puerto Rico was excluded as they have not submitted a substantial number of records for these disability elements.

Blanks are not necessarily to be interpreted as participants not having received the service. For example, non-disclosure means that participants neither responded yes nor no when asked if they had a disability (data element 202) and/or they chose not to disclose the type of disability they have (data element 203). Further, data elements 202 and 203 cannot be left blank if someone chooses not to disclose; instead, the element is coded as the participant did not disclose disability status and/or their category of disability. For other disability-related elements, the user is instructed to leave the field blank under certain circumstances. And yet for still other disability-related elements, the data in the field is blank when it is missing for an individual. Given these complexities, additional information from states and local areas is required to fully understand how they are reporting on these items. These data are described more fully below.

Overview of Data Visualization[4]

SPR developed an interactive data visualization tool to accompany this memo and for use on its own: https://spra.shinyapps.io/PDCapp/. Specifically, SPR produced a variety of interactive graphics and tables that thoroughly display the patterns in how well these ten PIRL disability-related data elements are being reported across states, counties, and ETA regions. These graphics and tables give the user the opportunity to delve deeper into the data through various maps across all of the participant groups and PIRL elements referred to in this memo in a fully accessible format. This data visualization consists of six separate tabs:

1. **Participants' Disclosure of Disability Status** summarizes participants' rates of disclosing and not disclosing disability status for the primary disability data element 202 via geographic visualizations of reporting rates at the state- and region-level, with individual states further disaggregated to the county-level.
2. **Disclosed Disability: Additional Data Elements**: summarizes states' rates of reporting for the additional nine disability-related data elements via geographic visualizations of these

[3] We did not use the PIRL public use data set because the full data cleaning process merges some coding responses. Instead, we used states' individual files after removing any duplicate records.

[4] Currently, the visualization is hosted by R Studio. It will "timeout" after five minutes if it is idle.
We built the data visualization with 64-bit R statistical software version 3.6.2, utilized via 64-bit RStudio version 1.2.5033, and the accompanying R Shiny package version 1.4.0.

rates at the state- and region-level, with individual states further disaggregated to the county-level.

3. **Adult, DW, Youth and WP/JVSG**: summarizes participants' rates of disclosing and not disclosing disability status for the primary disability data element 202 via geographic visualizations of the reporting rates at the state- and region-level by the following participant groups: Adults, Dislocated Workers, Youth, and WP/JVSG.
4. **Not Reported or Left Blank**: summarizes all disability elements not reported or left blank via geographic visualizations of this information at the state- and region-level, categorized as being either below, within, or above specified thresholds of the elements' weighted averages, respectively.
5. **Data Tables**: provides fully accessible tables of all data reported in the geographic visualizations summarized in the first four tabs. Users can filter counts and percentages for the reporting and lack of reporting for different disability data elements.
6. **Performance Reporting: Data Elements Guide**: provides detailed information about each disability-related data element.

Findings

This section of the memo provides findings from SPR's analyses providing more detail to the Key Findings presented earlier. Primarily, we describe rates of Individuals with a Disability at various geographic levels and then highlight how this reporting varies by key populations of interest. Following this, we outline reporting rates for the additional nine data elements (as detailed in Exhibit 1 and Appendix A). Within each of these descriptions the narrative highlights particular disability elements, and states with comparatively higher and lower reporting rates.

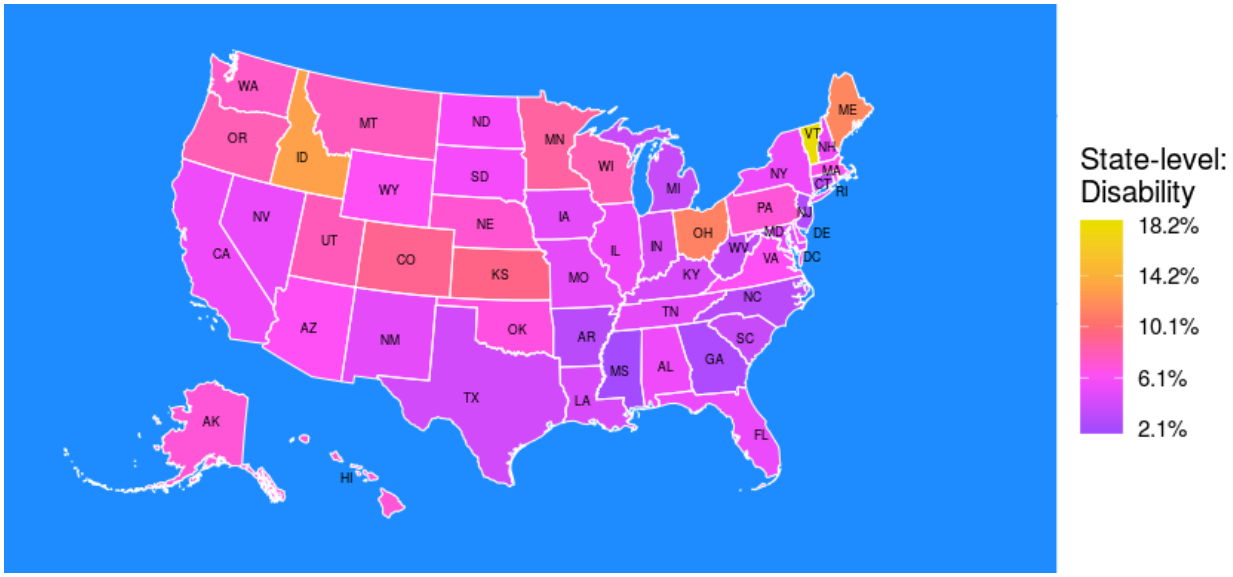
Individual with a Disability, Data Element 202

Overall, 5.2% of WIOA/WP/JVSG participants nationwide disclosed having a disability (Figure 1).[5] At the state level we found that four states had rates of over 10% of participants disclosing a disability[6], with Vermont having the highest rate (18.2%), although the number of participants is small.

[5] According to the U.S. Census, approximately 6.4% of people aged 18-64 report having disabilities. Source: DRIVE http://drivedisabilityemployment.org/.

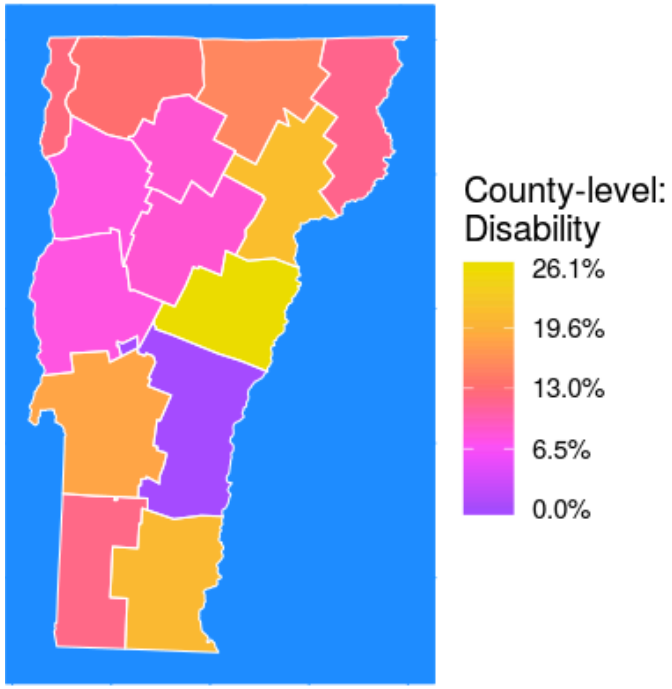
[6] These four states (Vermont, Idaho, Maine, and Ohio) had higher rates of participants who disclosed that they have a disability than their states' U.S. Census disability rates for people aged 18-64. Source: PIRL and DRIVE http://drivedisabilityemployment.org/home.

<u>Figure 1:</u> State-level, % participants disclosing having a disability



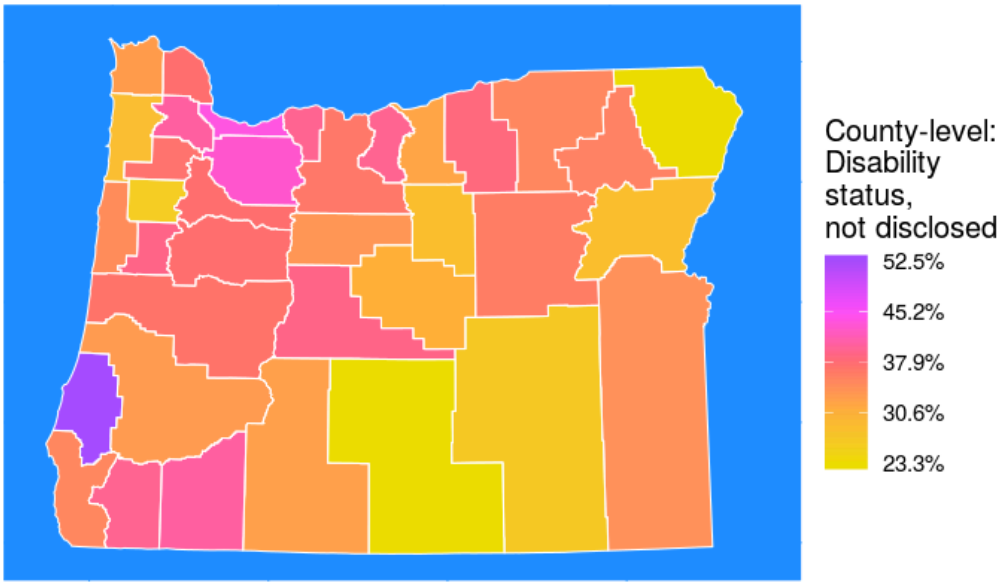
There was substantial variation within Vermont, though, as Orange County (n=23) had the highest rate of individuals reporting disabilities (26.1%), while Windsor County (n=20) had the lowest rate (0%) (Figure 2).

<u>Figure 2:</u> Vermont, county-level, % participants reporting having a disability



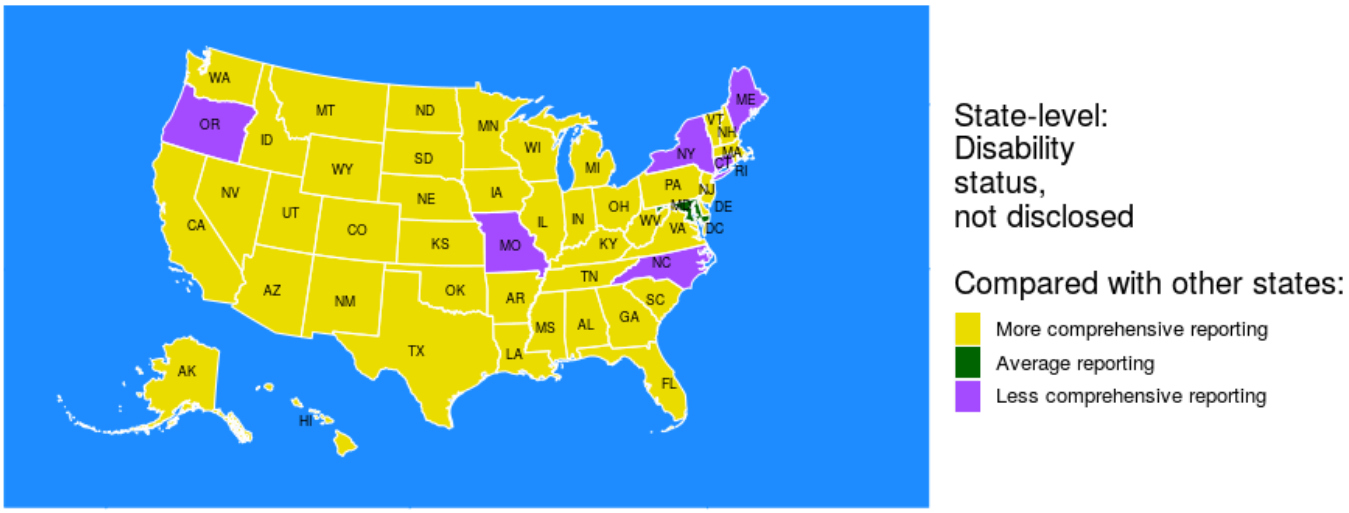
We further sought to explore this data element by looking at rates of non-disclosure of disability status. Non-disclosure means that a participant neither responded yes nor no when asked if they had a disability. Nationally, disability status was not disclosed by 11.5% of WIOA, W/P, and JVSG participants. The majority of states had rates of less than 10% of individuals not disclosing disability status. However, there were a small number of states with much higher rates of non-disclosure. Oregon (38.8%), Maine (38.1%), and Missouri (34%) have the highest rates of participant non-disclosure of their disability status, yet there is substantial variation at the county level. For example, within Oregon, these high rates of non-disclosure of disability status ranged from as low as 23.3% (Wallowa County) to as high as 52.5% (Coos County) (Figure 3).

Figure 3: Oregon, county-level, % participants not disclosing disability status



To capture a better understanding of how states compared to each other overall, yet take into consideration differing population sizes, we summarized those not disclosing disability status as being either below, within, or above the overall national average, using 10% and 5% thresholds, or limits, respectively. This average rate of disclosure was weighted by population size. Upon review of both thresholds, the majority of states were below the average for not disclosing disability status – an indicator of more comprehensive reporting. Very few states were within the average range. Six states (Oregon, Maine, Missouri, New York, Connecticut, and North Carolina) had the least comprehensive reporting, as compared to all states, as they were above the average for not disclosing disability status. Figure 4 displays the 10% threshold, which mirrors the 5% threshold results.

Figure 4: State-level, disability status not reported, below/within/above 10% threshold of weighted average



Individual with a Disability, Data Element 202, by Participant Group

In addition to reviewing the Individual with a Disability data element over all WIOA/WP/JVSG participants, we summarized how this element is reported within the adult, dislocated worker, youth, and WP and veterans programs (Exhibit 2). Here, participant counts may overlap, as some participants are co-enrolled in more than one program.

Exhibit 2: Participant Groups Disclosing a Disability; Participant Groups Not Disclosing Any Disability Status

Participant Group	Disclosing a Disability	Not Disclosing Any Disability Status
WIOA Adult Program (N = 1,951,276)	6.7% (N = 131,400)	23.3% (N = 454,864)
WIOA Dislocated Worker Program (N = 1,137,667)	4.8% (N = 54,661)	23.9% (N = 272,180)
WIOA Youth Program (N = 297,836)	15.1% (N = 45,040)	5.0% (N = 14,861)
WP/JVSG Programs (N = 11,912,046)	5% (N = 589,983)	9.9% (N = 1,177,855)

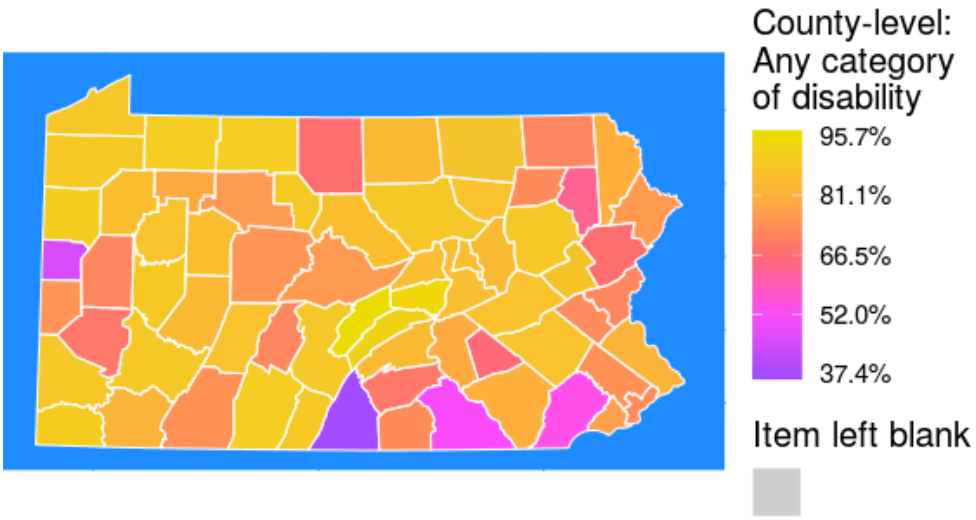
Large percentages of Adults (23.3%) and Dislocated Workers (23.9%) did not disclose their disability status, while nearly all (95%) youth reported their status. As we stated earlier, Oregon (38.8%), Maine (38.1%), and Missouri (34%) have the highest rates of participants not disclosing their disability status. It appears that the rates in Maine and Missouri are driven by high rates of WP and veterans participants not disclosing their disability status, as they had far lower non-disclosure rates within each of the three other participant groups. In addition, Oregon compared similarly with other states for rates of disclosing disability status within WP and

veterans groups, but had by far the highest rates of not disclosing disability status within each of the other three participant groups.

Additional Disability-Related Data Elements (Data Elements 203, 204, 205, 206, 207, 208, 209, 939, and 940)

Once an individual reports having a disability (data element 202) there are nine additional disability-related data elements available to report. The majority of these elements show very low rates of reporting overall. For example, 73.7% of participants nationwide did not disclose their category of disability[7], e.g. blindness, chronic physical health condition, learning disability, etc. (data element 203). Despite low overall reporting nationwide, several states with large numbers of participants with disabilities did have high rates of participant disclosure for the type of disability, such as Colorado (62.8%) and Pennsylvania (78.4%).[8] As shown in Figure 5, counties' rates in Pennsylvania of participant disclosure for the type of disability ranged from 37.4% to 95.7%.

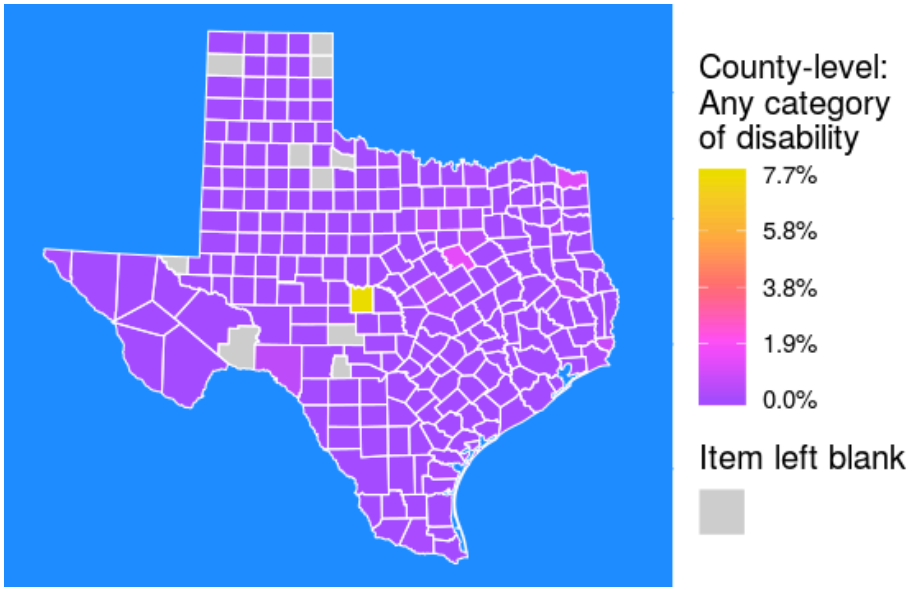
Figure 5: Pennsylvania, county-level, % participants disclosing a disability reporting any category of disability



On the other hand, there were also states with sizable numbers of participants with disabilities, but with very low rates of disclosure of the type of disability, such as Texas (0.1%[9]).

[7] Because WIOA/WP/JVSG participants could select any of a number of categories of disabilities, for simplicity we chose to summarize this PIRL element dichotomously of having indicated at least one category of disability.
[8] States reported having 1,078 to 69,881 participants with disabilities. We define large numbers of participants with disabilities as over 10,000 people. We define high rates of participants disclosing disability status as those over 50%.
[9] In Texas, only 68 participants out of 69,881 disclosing a disability disclosed a category of disability.

Figure 6: **Texas, county-level, % participants disclosing a disability, disclosing any category of disability**

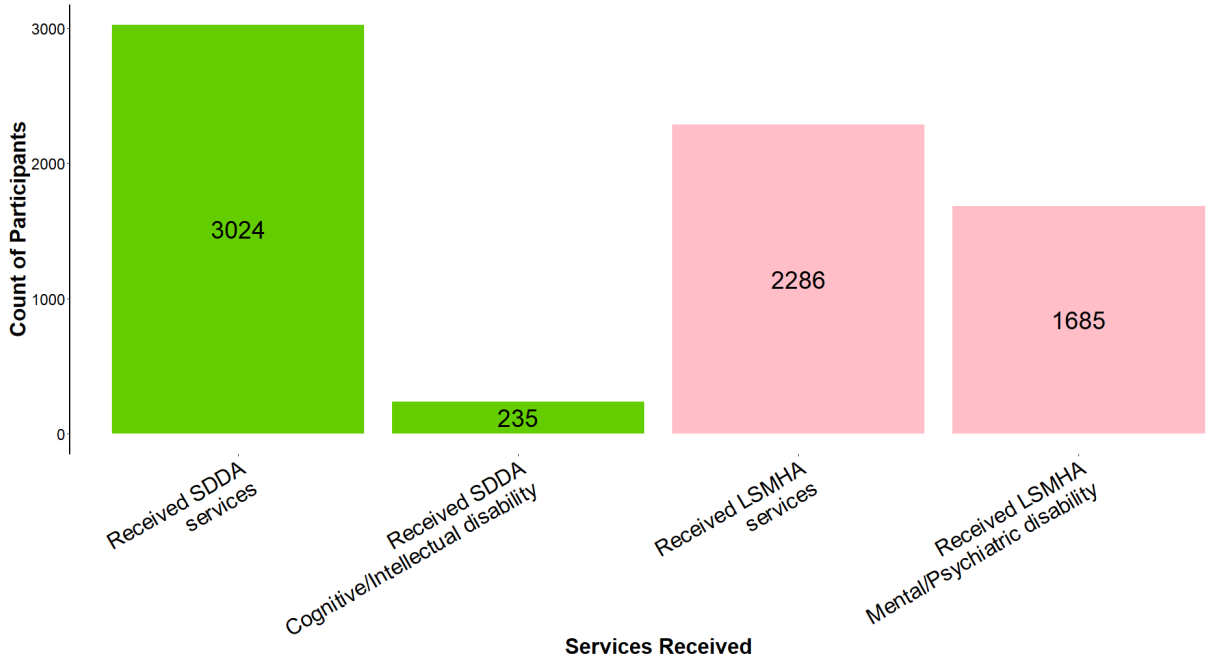


The next three disability-related PIRL elements (data elements 204, 205, and 206) indicate whether participants received services from the State Developmental Disabilities Agency, the Local or State Mental Health Agency, or Medicaid Home- and Community-Based Services, respectively. The PIRL codes are not as distinct for these elements. (See Appendix A.) Two of the data elements' reporting codes are very similar: "record '0' if the participant does not meet any of the conditions," and "leave blank if this data element does not apply to this participant." It would be helpful to find out how states are interpreting these codes, provide states with technical assistance, and possibly further clarify them in the official PIRL layout so that these elements could be more readily interpreted. Furthermore, there was a large amount of 'blank' data for these fields, e.g. one-fifth of states reported that no participants received any of these services. Because there were very low reporting rates and we would not be able to clearly interpret the results, we chose not to summarize nationwide reporting results for these data elements.[10] Instead, we analyzed whether participants who indicated certain categories of disabilities (data element 203) – namely cognitive or intellectual disabilities and mental illness or emotional conditions –reported receiving SDDA and LSMHA services, respectively. (There was no comparative analysis for Medicaid HCBS because there is no clear alignment for these services with specific categories of disabilities.) While overall 3,024 participants reported they received SDDA services, only 235 of these participants (7.8%) reported having cognitive or

[10] Please refer to the data visualization tool to see the very low reporting rates.

intellectual disabilities.[11] However, of the 2,286 participants that reported they received LSMHA services, 1,685 participants (73.7%) reported having a mental illness or emotional conditions. In Figure 7 we compare these counts. We would expect more participants receiving SDDA services to have indicated having a cognitive/intellectual disability.

Figure 7: For participants disclosing a disability, services received, compared with reporting a specific category of disability



The next three PIRL elements (data elements 207, 208, and 209) refer to participants with disabilities' work settings, customized employment, and financial services, respectively. For those participants disclosing a disability, only 1.2% report a work setting, 0.4% report having received customized employment services, and 0.3% report having received financial services. We also chose to compare states by using weighted averages and thresholds, which take into consideration population size, although here we are looking at "blanks." Blanks indicate that no data were reported for these elements for people who disclosed they have a disability. Blanks are allowed and are defined as "does not apply to this participant." There are also specific codes for reporting if a participant was not employed (work setting), did not receive customized employment, or did not receive financial services – if any of these apply it is reported differently

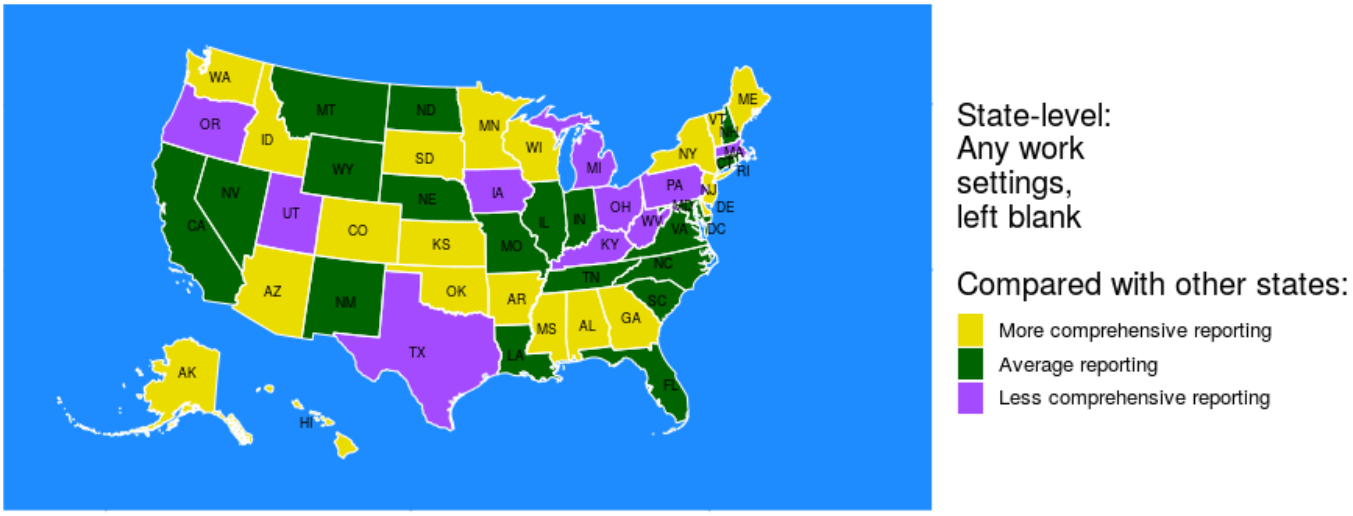
[11] Of the 2,606 out of 3,024 participants disclosing category of disability, who reported they received SDDA services, the following categories of disability were disclosed: Physical/Chronic Health Condition = 25.0%, Physical/Mobility Impairment = 23.9%, Mental or Psychiatric Disability = 28.6%, Vision-related disability = 5.5%, Hearing-related disability = 6.1%, Learning disability = 12.8%, Cognitive/Intellectual disability = 7.8%. Note: participants can select more than one category.

than “does not apply to this participant (blanks).” (See Appendix A.) Further exploration is necessary to understand how states are interpreting the codes in these fields.

Falling *below* the thresholds we set for the analysis of data elements 207, 208, and 209 is a good indication of having fewer “blanks” reported.

- **Work Settings**
    - Ten states are above the 10% threshold, meaning they have left this field blank for a much greater percentage of their participants than the nationwide average (Figure 8). (The same ten states also exceed the 5% threshold, meaning they have substantially higher than average blank data.)

Figure 8: State-level, participants reporting a disability, any work settings, below/within/above 10% threshold of weighted average



- **Received Customized Employment**
    - All states are below or within the average range at the 10% threshold, but when the threshold is lowered to 5% ten states and territories are above the average in leaving this field blank. The states are generally the same as those shown in Figure 8, with the exception of Kentucky (which is below the average for this data element).
- **Received Financial Services**
    - All states are below or within the average range at the 10% threshold, but when the threshold is lowered to 5% eleven states and territories are above the average in leaving this field blank, including the same ten states shown in Figure 8, plus the Commonwealth of the Northern Mariana Islands.

When we looked at reporting – as opposed to leaving these fields blank – Colorado, Mississippi, and Washington State reported that no participants (0%) disclosing disabilities had any type of work setting, customized employment, or financial services. It seems unlikely that no participants with disabilities are receiving any of these services in the field, but this would be worth exploring with these states.

The last two disability-related PIRL elements, Individualized Education Program and Section 504 Plan, have very low reporting rates. For example:

- Nearly one-third (30.2%) of all participants reporting they have, or had, an Individualized Education Program come from Ohio. This represents 2,562 people.
- Almost one-fifth of all participants (19.7%) reporting they have a Section 504 plan come from one of three states: Idaho, Minnesota, and Vermont. This represents 292 people.

Some States Reporting Well on a Majority of Ten Data Elements

While all states are reporting some type of data for all ten disability-related elements, a few states—Idaho, Kansas, and Vermont— stood out as reporting well on most of the elements when compared with other states. We define reporting "well" as follows:

- States' participants have higher rates of disclosing having a disability and having any category of disability.[12]
- SDDA, LSMHA, and Medicaid HCBS rates indicate that at least some participants are receiving these services.
- Work settings, customized employment services, and financial services have lower rates of blanks in the data.
- IEP and Section 504 plan rates indicate that at least some participants are receiving these services.

Summary and Recommendations

While SPR found that the main disability data element contains the highest rates of reporting from WIOA/WP/JVSG participants, the findings across the additional disability elements give us reason to believe that more can be done to improve reporting across states and at the local level. We therefore have the following overarching recommendations:

- **Educate states and localities on the definitions and coding of the disability-related PIRL elements.** Lower reporting rates are likely due to a misunderstanding of what many

[12] We define higher rates of disclosing having a disability as those above 9% and above 50% for category of disability. (Note that the unweighted averages nationwide are 6% and 33% respectively.)

data elements intend to capture and how these data can help both programs and stakeholders trying to understand the challenges faced by people with disabilities.

- **Create opportunities for states and counties to share model practices.** Peer to peer training opportunities, with promising practice states and counties sharing their reporting practices, may help states and local areas with lower reporting rates.
- **Consider clarifying PIRL definitions and coding in ETA's PIRL Reporting Online Resource or the official PIRL layout.** To accurately track the quality of PIRL reporting and make sure workforce professionals share a uniform understanding of the PIRL elements, it would be helpful if some elements' coding, specifically for data elements 204, 205, 206, and 940, was further refined.

The data analyses support SPR-NDI's planned next step activities under our Work Plan, which are to:

1. **Further diagnose challenges and gaps in the data by engaging states and regional offices directly.** With ETA staff's support, schedule six virtual regional meetings, one for each ETA region, to present the data and help states diagnose why they may have data gaps. Share the memo and data visualization prior to the meetings to allow stakeholders to review their data and consider if their recorded data accurately reflects what is happening on the ground.
2. **Interview five to eight states and/or local areas that are doing a good job with reporting different disability-related elements.** Summarize promising practices and use this information to inform additional technical assistance.
3. **Provide technical assistance for the PIRL data collection process** related to the disability-related PIRL elements based upon the feedback and needs that have been identified through in-depth discussions with ODEP, ETA's Office of Policy Development and Research Division of Strategic Planning and Performance, and other ETA program offices, as well as discoveries due to additional information gathering with states and local areas. Technical assistance may include the development of materials and tools such as developing:
    a. A Frequently Asked Questions document
    b. A series of webinars
    c. A Training and Employment Notice or brief
    d. Further data visualization

e. Refinements to the WIOA data books (to include more disability-related elements)

f. An E-learning module

g. A tool for the job seeker regarding disclosure of disability status.

Because this memo is meant to be exploratory, only general descriptive statistical summaries are provided here and in the data visualization web link. Rates of reporting particular elements may be a result of many things, e.g. interpretations of PIRL definitions and coding and/or reporting of other similar elements. As program year quarterly data are regularly reported, SPR will update the data visualization to reflect the presence of additional participants. This also will provide opportunities to explore trends over time as we begin to build the capacity of states to improve the quality of reporting these disability-related PIRL elements and, in turn, provide more informed and customized services to participants with disabilities.

Appendix A: Disability-Related Elements in the PIRL

Here are the definitions and code values for the ten disability-related elements in the PIRL.

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
202	Individual with a Disability (WIOA)	Record 1 if the participant indicates that he/she has any "disability", as defined in Section 3(2)(a) of the Americans with Disabilities Act of 1990 (42 U.S.C. 12102). Under that definition, a "disability" is a physical or mental impairment that substantially limits one or more of the person's major life activities. Record 0 if the participant indicates that he/she does not have a disability that meets the definition. Record 9 if the participant did not self-identify.	1 = Yes 0 = No 9 = Participant did not self-identify

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
203	Category Of Disability	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the impairment is primarily physical, due to a chronic health condition. Record 2 if the impairment is primarily physical, including mobility. Record 3 if, because of a mental illness, psychiatric disability, or emotional condition, the participant has serious difficulty concentrating, remembering, or making decisions. Record 4 if the participant is blind or has serious difficulty seeing. Record 5 if the participant is deaf or has serious difficulty hearing. Record 6 if the participant has a learning disability. Record 7 if the participant has a cognitive or intellectual disability. Record 9 if the participant does not wish to disclose his/her category of disability. Record 0 if the participant has no disability. Record all that apply if the participant has more than one impairment.	1 = Physical/Chronic Health Condition 2 = Physical/Mobility Impairment 3 = Mental or Psychiatric Disability 4 = Vision-related disability 5 = Hearing-related disability 6 = Learning Disability 7 = Cognitive/Intellectual disability 9 = Participant did not disclose type of disability 0 = No disability

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
204	Individual With A Disability SDDA Services	For those participants where Individual With A Disability (WIOA) = 1 : Record 1 if the participant has received services funded by the State Developmental Disabilities Agency (SDDA). Record 0 if the participant does not meet any of the conditions described above. Leave blank if this data element does not apply to this participant.	1 = SDDA 0 = No
205	Individual With A Disability LSMHA Services	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant has received services funded by a local or state mental health agency (LSMHA). Record 0 if the participant does not meet any of the conditions described above. Leave blank if this data element does not apply to this participant.	1 = LSMHA 0 = No
206	Individual With A Disability Medicaid HCBS Services	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant has received services funded via a state Medicaid HCBS waiver. Record 0 if the participant does not meet any of the conditions described above. Leave blank if this data element does not apply to this participant.	1 = HCBS waiver 0 = No

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
207	Individual With A Disability Work Setting	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant is working in competitive, integrated employment (CIE). Record 2 if the participant was formerly employed in supported employment (e.g. use of job coach, with integrated placement at competitive wages). Record 3 if the participant is working in group supported employment (i.e., work crews, enclaves, etc.). Record 4 if the participant is working in a sheltered workshop (i.e., center- or facility-based employment). Record 5 if the participant is working in two or more of the above listed settings. Record 0 if the participant is not currently employed. Leave blank if this data element does not apply to this participant.	1 = Competitive Integrated Employment 2 = Individual Supported Employment 3 = Group Supported Employment 4 = Sheltered workshop 5 = Combination of two or more settings 0 = Not Employed

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
208	Individual With A Disability Type of Customized Employment Services Received	For those participants where Individual With A Disability (WIOA) = 1: If the participant received customized employment services (CES) to attain most recent employment or current employment: Record 1 if the participant received discovery assessment services. Record 2 if the participant developed a customized employment search plan. Record 3 if the participant received employer negotiation services. Record 4 if the participant received secure employment as a result of receiving customized employment services and received extended support services. Record 0 if the participant does not meet the condition described above. Leave blank if this data element does not apply to this participant.	1 = Discovery assessment services 2 = Developed a customized employment search plan 3 = Employer negotiation services 4 = Secured employment as a result of receiving customized employment services and received extended support services 0 = No CES services

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
209	Individual With A Disability Financial Capability	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant has a receipt and has received benefit planning services. Record 2 if participant has a receipt and has received financial capability/asset development services. Record 3 if participant has a receipt and has received both benefit planning services and financial capability/asset development services. Record 0 if the participant has no received the services described above. Leave blank if this data element does not apply to this participant.	1 = Benefit planning services 2 = Financial capability/asset development services 3 = Benefit planning services and financial capability/asset development services 0 = No
939	Individual With A Disability Individualized Education Program Participant	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant currently has an Individualized Education Program/Special Education Services while attending Secondary School. Record 2 if the participant formerly had an Individualized Education Program/Special Education Services while attending Secondary School. Record 0 or leave blank if neither condition applies An Individualized Education Program (IEP) is a plan used to ensure that students with disabilities eligible to receive special	1 = Current IEP 2 = Previous IEP 0 or Blank = Neither condition applies

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
		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. 34 C.F.R. §300.340. To be eligible the student generally must be between ages 3 and 21, have a qualifying disability in one of the following 13 categories that impacts their educational performance and be in need of special education and related services: 1. autism; 2. deaf-blindness; 3. deafness; 4. emotional disturbance; 5. hearing impairment; 6. intellectual disability; 7. multiple disabilities; 8. orthopedic impairment; 9. other health impairment; 10. specific learning disability; 11. speech or language impairment; 12. traumatic brain injury; or 13. visual impairment (including blindness)	

Data Element No.	Data Element Name	Data Element Definitions/Instructions	Code Value
940	Individual With A Disability Section 504 Plan	For those participants where Individual With A Disability (WIOA) = 1: Record 1 if the participant has a Section 504 plan. Record 0 if the participant does not meet the condition described above. Leave blank if the condition does not apply to the participant. Section 504, of the Rehabilitation Act, 29 U.S.C. § 794, is a federal law that protects students with disabilities that interfere with their ability to learn or access school programs from discrimination by schools receiving Federal financial assistance. Under Section 503 students are entitled to receive a free and appropriate education comparable to students without disabilities. A Section 504 Plan can be used to get reasonable accommodations for an individual with a disability that falls outside of the 13 disability categories required under IDEA, or who does not need special education and related services. A 504 plan outlines how the individual's specific needs will be met through accommodations, modifications and other services.	1 = Yes 0 = No Blank = Does not apply