



STATE REHABILITATION COUNCIL

*Iowa Vocational Rehabilitation Services, Department of Education
Announces the upcoming meeting of the State Rehabilitation Council*

AGENDA

Tuesday, March 22, 2016

**Knudsen Room
Jessie Parker Building
510 East 12th Street
Des Moines, Iowa 50319**

9:30 a.m. – 10:30 a.m.	<u>COMMITTEE MEETINGS</u>	All
10:30 a.m. – Noon	<u>GENERAL MEETING</u> <ul style="list-style-type: none">▪ Call to Order, Establishment of Quorum, Introductions▪ Approval of Nov. 2015 Meeting Minutes▪ Public Comment▪ Administrator's Report▪ Financial Overview▪ Independent Living and Partner Contracts Update	Rosie Thierer, Chair David Mitchell attachment 1 Matthew Coulter attachment 2 Lee Ann Russo attachment 3
Noon – 12:15 p.m.	<u>BREAK</u>	
12:15 p.m. – 1:00 p.m.	Guest Lunch Speaker: Amy Desenberg-Wines Iowa Coalition for Integrated Employment (ICIE)	
1:00 p.m.	<u>GENERAL MEETING</u> <ul style="list-style-type: none">▪ Rehabilitation Services Report▪ Legal Update▪ Committee Reports<ul style="list-style-type: none">◆ Planning and Evaluation◆ Outreach◆ Financial	Kenda Jochimsen attachment 4 Kelley Rice attachment 5
2:00 – 3:00 p.m.	Legislative Talking Points – RSB Supervisors invited	Matt Coulter / David Mitchell

**SRC Legislative Reception
Wednesday, March 23, 2016 – 7 – 9 a.m.
State Capitol Building Rotunda**

Any Council member unable to attend is asked to notify Kathleen Slater at 515.281.6731 or Kathleen.Slater@iowa.gov. Anyone needing an accommodation to participate in the meeting should notify Kathy at least 3 business days prior to the meeting.

Administrator's Report to State Rehabilitation Council

March 2016

I am going to provide a few bullet points of key activities that have occurred since the last time the SRC met at the end of November:

- **Rehabilitation Services Administration:** Our federal partners required the submitting of two major reports. One was related to our Comprehensive System of Personnel Development Training Grant and the other was with our Independent Living partners related to the state independent living plan. Both were completed and submitted on time. We are still working on submitting our State Plan for rehabilitation, which is integrated into the Unified State Plan representing the core partners in Iowa. That will be done by the end of the month.

We are also in the process of reviewing our Regional Workforce Board reports, of which we are a collaborative partner with Iowa Workforce Development (IWD), Iowa Department of Education, Iowa Vocational Rehabilitation, and Iowa Department for the Blind. Iowa has 15 WIOA Regions that are responsible for the workforce development systems for their respective counties and each are responsible for submitting a regional plan. I have been assigned through the State Workforce Board to participate with Region 2, which is the Mason City area. I have attended three regional board meetings, representing IVRS as well as the State Workforce Board.

- **WIOA:** Efforts are continuing with integrating employment service delivery across state systems. IVRS had a number of personnel heavily involved with the nuts and bolts of putting this plan together. It impacts all major areas of our agency and of employment services in the state. We are comfortable with the reviews and public comments and made efforts to incorporate that feedback into our final plan. This is a four-year plan effective July 1, 2016.
- **Voter Registration:** As part of the National Voter Registration Act, IVRS is a mandatory reporter of outreach for our customer base to be registered voters. We have been working with the Secretary of State's Office to ensure not only that we are compliant with the Act, but that we are a leader in tracking the data and exceeding reporting requirements. Our area office supervisors were involved in a meeting and messaging – as occurred with all staff, providing a structure allowing us to track the opportunity for VR job candidates to register. On a monthly basis, data is collected and reported to the Secretary of State's Office.
- **IVRS Budget:** We had an opportunity to present to the Governor, Lt. Governor and Management staff our highlights of IVRS service delivery and outcome efforts. This was a positive presentation with good dialog occurring between the panelists. IVRS asked for a stable budget and we are currently comfortable with how that is proceeding through the legislative process.

- **Employment First:** IVRS continues in the fourth year of working within the Iowa system as the lead agency for the Office of Disability and Employment Policy (ODEP) Employment First effort. Iowa was highlighted in December 2015 at an Employment First national summit meeting, occurring in Washington, DC. Specific comments focused on rate alignment efforts and employment outcomes happening as a result of customized employment efforts. Employment First efforts this year are continuing with 9 community providers involved in receiving technical assistance in transformation efforts. Iowa Community of Practice calls are continuing on a monthly basis. The schedule for those calls is:

All Employment First webinar meetings are 1:00 – 2:00 p.m.



1.19.16

Keep Your Head Up: How to Facilitate & Maintain Positive, Motivated Employment Teams During Challenging Times

Wally Talbit, Director of Community Employment Services at Northwest Center in Seattle, WA

2.16.16

De-centralization of Services: How to Build, Manage, Support & Supervise Teams Working Remotely, Part 1

Karen Williams, Executive Director at Trillium Employment Services in WA

3.15.16

Tools for Supporting the De-centralization of Staff & Services, Part 2

Gina Solberg, Director of Employment Services at Provail in Seattle, WA

4.19.16

Community Integrated Services (Day Habilitation & Employment) & Community Mapping: Identification of Meaningful Activities, Strategies, & Management of an Array of Individualized Services

Gail Fanjoy, Executive Director of KFI in Maine

5.17.16

Maximizing Partnerships with Managed Care Organizations

Lisa Mills, Subject Matter Expert from Wisconsin

6.21.16

Customized Employment and Digging Deeper into Discovery

Ashlea Lantz, Griffin-Hammis Associates & ICIE

7.19.16

Assessing Sector Strategies & the Integrated Resource Team

Brian Dennis & Steve Ovel of Iowa Workforce Development

8.16.16

Transition Initiatives & Partnering with Schools

9.20.16

Fading of Job Coaching & Supports after Placement

Ellen Condon of Marc Gold & Associates

- **Work-Based Learning:** I am on a statewide committee for the Iowa National Governor's Academy which is integrating Future Ready Iowa with goals to scale work-based learning opportunities for Iowans. A one page summary handout is included that provides additional details.
- **STEM:** A meeting occurred with the Governor's STEM Council regarding how students with disabilities could be better engaged and integrated into these initiatives. This has led to several discussions and opportunities being explored which includes potential collaboration to expand the intermediary network at the community colleges which link business to students at the secondary school level, as well as individual work camps that might involve STEM activities such as the Construction Simulator from Hawkeye Community College.
- **AUCD (Association of Universities and Centers for Disability):** I am serving on a national committee for the PROMISE technical assistance center. This is an advisory group reviewing progress with helping individuals with the most significant disabilities to access competitive employment and reduce their reliance on disability benefits. We had our first meeting this quarter.
- **Collaboration and Outreach:** Disability Rights Iowa provided a number of public comments to the State Plan draft which led to collaborative efforts to work with them, the Client Assistance Program and Department for the Blind in developing materials that will be used for outreach with individuals being served in segregated settings. This also led to IVRS working with our field staff to expand the use of our Menu of Services for students with the most significant disabilities in the secondary setting in efforts to improve access and assessment of community work goals.
- **Statewide Transportation Coordinating Council:** I attended their bi-monthly meeting on March 9, and we will be hosting a transportation summit on May 12th in Marshalltown. A tentative agenda for this conference has been provided.
- **Business Partnerships:** We continue to be involved in IVRS staff business training. Michelle Krefft is working with area offices and their individual placement plans. This past month, IVRS and our partners hosted a Reverse Job Fair. This received two different on-air sessions with WHO-TV. The reviews of the event were positive both from the individual and business perspective.



Iowa Passenger Transportation Summit
Iowa Valley Continuing Education, Conference Center
3702 South Center Street, Marshalltown, Iowa
May 12, 2016

Tentative Agenda

9:00 a.m. Registration

9:30 a.m. Welcome and Introductions

9:35 a.m. Iowa Public Transit Association Greeting and Video

9:40 a.m. Coordination of Passenger Transportation: Why It's Important to Iowa's Transportation System

- Stuart Anderson, Director, Iowa Department of Transportation (DOT) Planning, Programming, and Modal Division

10:15 a.m. Break

10:30 a.m. Concurrent Sessions

- Volunteer Transportation
 - Michelle Hansen, American Cancer Society
 - Amy Keltner, Jones County Volunteer Center
 - Lori McKinley, Region 8 Regional Transit Authority, & Karen Oscar, City of Bellevue
- Employment Transportation
 - Jennifer Kruse, Vermeer Corporation - invited
 - Loren Bawn, Iowa Bureau of Refugee Services
 - Michelle Ribble, University of Iowa - invited
- Planning for Passenger Transportation
 - Stacy Lentsch, Iowa DOT Office of Systems Planning
 - Shari Atwood, CyRide
 - Brandon Whyte, Corridor Metropolitan Planning Organization - invited
- State Transportation Plan Input Session
 - Andrea White, Iowa DOT Office of Systems Planning

11:45 a.m. Lunch

12:15 p.m. Keynote Speaker: Passenger Transportation Coordination Innovations from around the Country

- Gwo-Wei Torng, PhD, PMP, Director, Mobility Innovation, Office of Research, Demonstration, and Innovation, Federal Transit Administration

1:15 p.m. Break

1:30 p.m. Technology and Coordination

- LifeLong Links Update and Demonstration
 - Ruth Thompson, Iowa Department on Aging
- Iowa RideShare Application Demonstration
 - Brent Paulsen, Iowa DOT Office of Public Transit

2:00 p.m. Future Focus: Coordinated Passenger Transportation Ideas and Opportunities

2:30 p.m. Adjourn

Sponsored by:



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Iowa NGA Policy Academy on Scaling Work-Based Learning Including Work-Based Learning within A World Class Education, World Class Workforce

VISION: A **Future Ready Iowa** that prepares individuals for dynamic careers and lifelong learning, meets employer needs, grows family incomes, and strengthens communities. **Future Ready Iowa** helps more Iowans attain the “new minimum” of high-quality education and training beyond high school by aligning education, workforce, and economic development resources.

MISSION: Cultivate, develop and align work-based learning opportunities (WBL) including, but not limited to, school-business partnerships (especially STEM partnerships), student internships, teacher externships and apprenticeships for individuals through public-private partnerships.

GOAL: To put into motion a singular goal which calls for 70 percent of Iowans in the workforce to have education or training beyond high school by 2025 so that more Iowans have great career opportunities and employers have the skilled workforce they need. The action plan laid out within the Iowa WBL Policy Academy will ensure that those achieving this “new minimum” will have a WBL experience that makes them career ready for middle-skill STEM occupations.

OBJECTIVE 1: Survey the current WBL landscape of across the state – that now exist as a robust but discordant array of programs – that is calling for a measure of quality, consistency, and replication within an un-inhibited policy environment;

OBJECTIVE 2: Setting a standard for high quality WBL by examining a new form of school-business partnerships that are now growing across Iowa, and are known as STEM BEST™ (Businesses Engaging Students and Teachers).

STRATEGIES

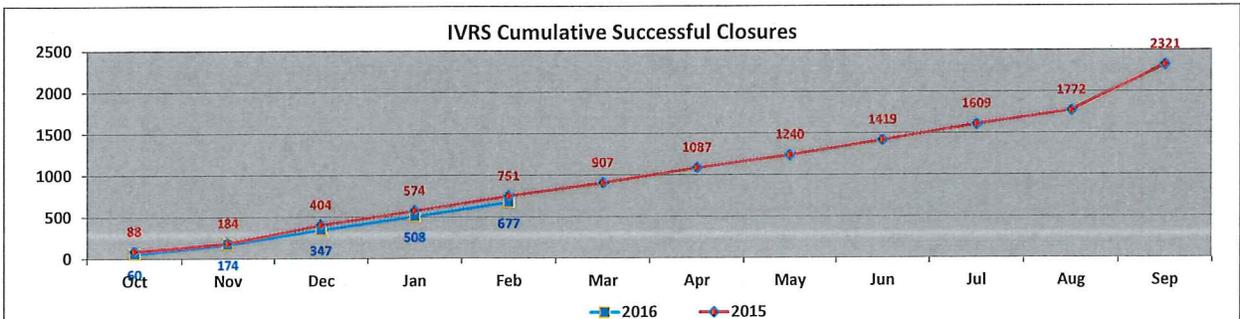
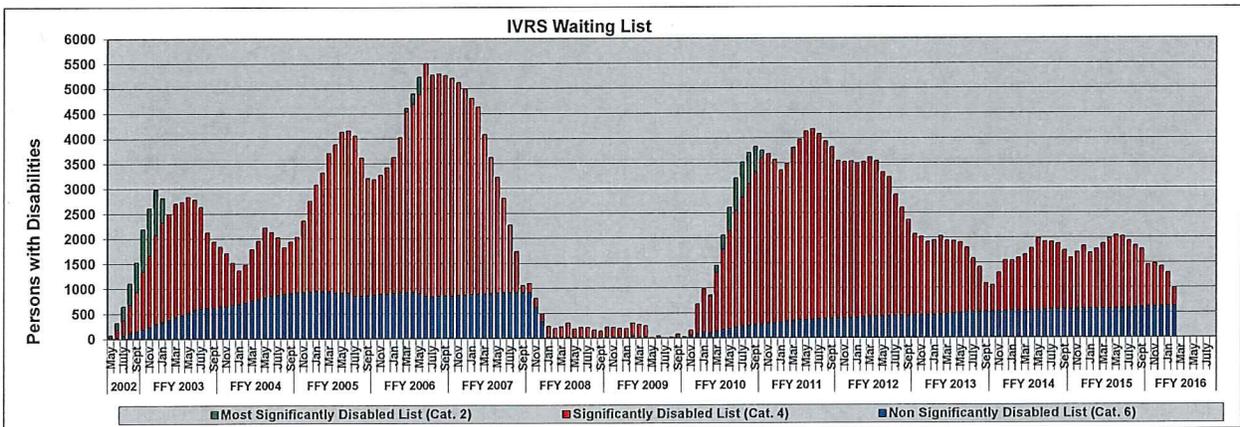
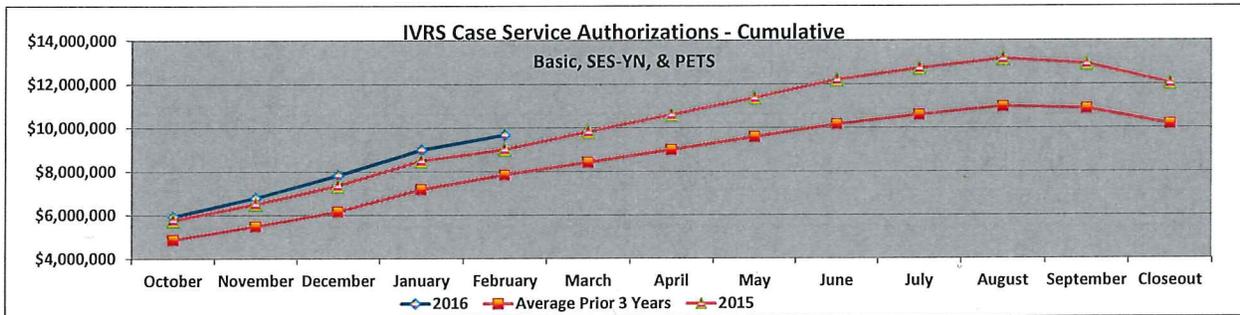
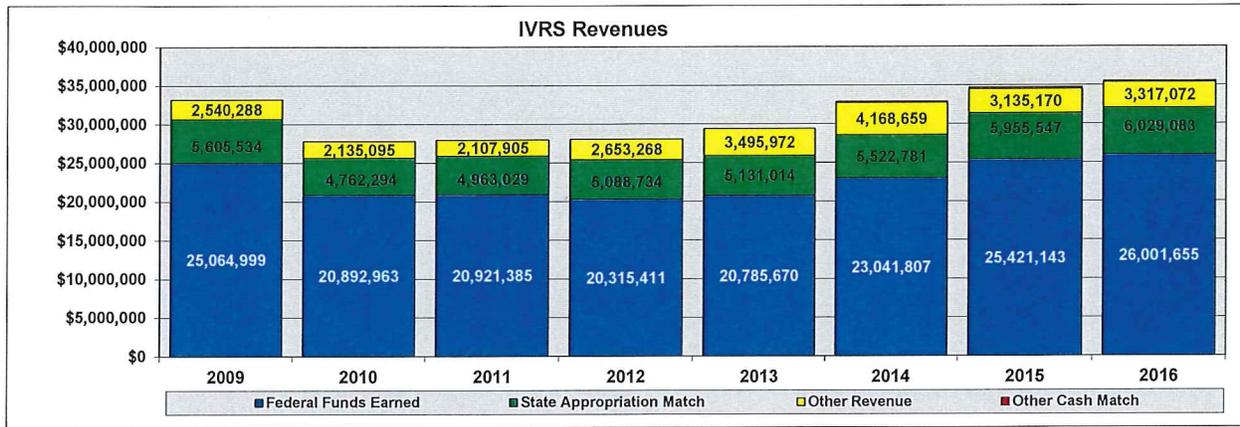
1. **Define** and identify high-quality, demand-driven, work-based learning programs with the potential to connect youth with employers seeking to fill STEM middle-skills jobs and further education or training by reviewing all state, regional, and local WBL programs.
2. **Elevate** the profile and importance of WBL as a critical component of the talent pipeline, and strategy for connecting youth to good paying jobs (a) by developing a multi-modal message campaign for WBL using new media; and (b) by re-imagining “middle-skill” in favor of a label more likely to attract young Iowans; and (c) by addressing systemic WBL issues that is making Iowa WBL perform below optimum.
3. **Enhance** existing youth focused work-based learning programs through employer investment and alignment with the attainment of relevant skills and credentials by expanding (a) the pre-apprenticeship programs for younger youth (ages 16-19); (b) the US DOL Registered Apprenticeship programs to beyond the “trades” areas; (c) the STEM Teacher Externship programs; and (d) employer volunteerism by connecting Middle-Skill STEM professionals with quality WBL programs.
4. **Measure** the results of high-quality, demand-driven, work-based learning in connecting youth with career pathways to meet employers’ STEM middle-skills needs and gain valuable skills by (a) producing a common WBL data gathering tool; (b) developing an instrument that tests the efficacy of a high quality WBL delivery system; and (c) conducting evaluations that measure education and employment gains from WBL.
5. **Scale** youth and employer participation in WBL statewide by embedding it as a core feature of state education and training programs by developing a statewide high quality WBL policy framework.

Financial Overview

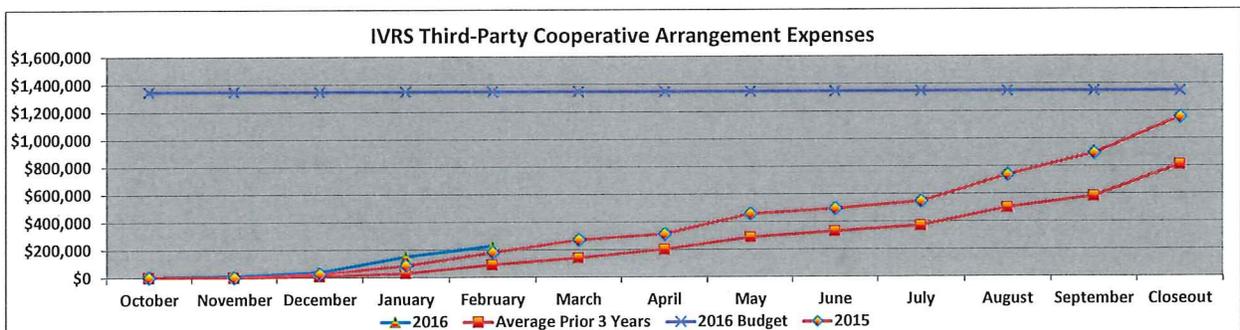
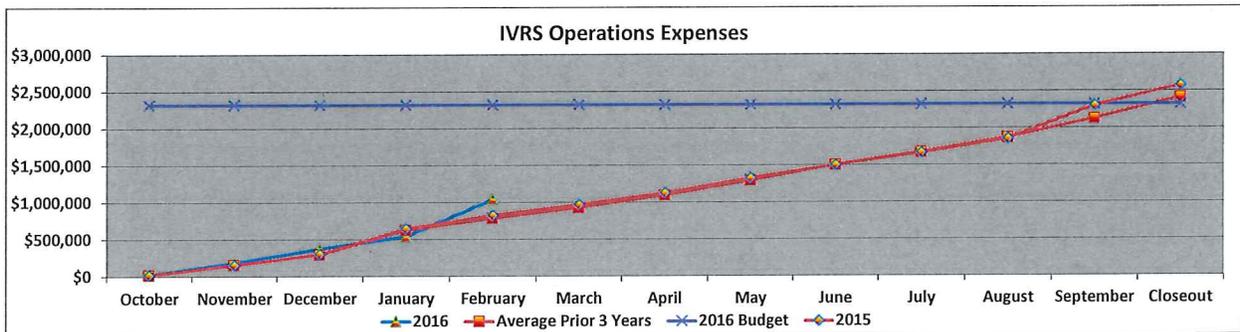
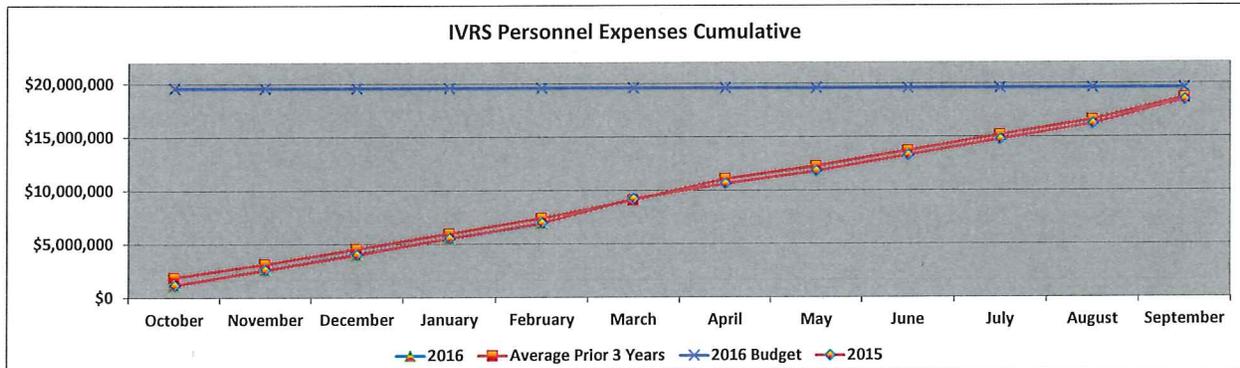
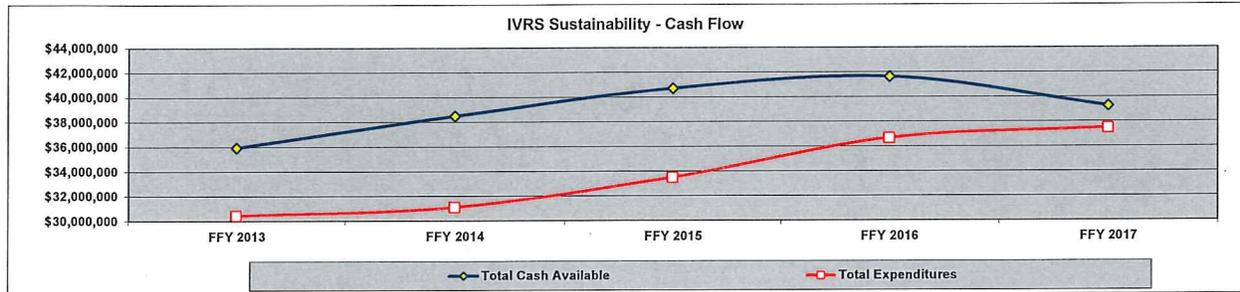
March 2016

- The IVRS financial position continues to be relatively stable with expense projections remaining within expected ranges for Personnel, Operating, Contractual Services, and Case Services.
- The ability of IVRS to spend FFY 2015 and 2016 Pre-Employment Transition Services (PETS) funds continues to be an important topic. At this point it appears IVRS may not be able to spend approximately \$1,272,000 of 2015 federal funds set aside for PETS. In the event IVRS does not utilize the \$1.272 million of PETS funds, the amount of non-federal match required for FFY 2015 is decreased by approximately \$344,000.
- In February, 648 cases moved into active service status including 485 SD cases. During 2016 to date, 2,427 cases have moved into active status. This is 65 more than one year ago – February 28, 2015.
- The active caseload (without the waiting lists) contained 12,606 cases on February 29. This is 176 more than January 31, 2016, and 103 more than a year ago. The active caseload has been basically stable since December of 2013.
- On February 29, the total caseload contained 13,597 cases. This is 125 fewer than January 31, 2016, and 676 less than a year ago, February 28, 2015. The total caseload has been decreasing since May 2015.
- The waiting list contained 364 SD and 627 OE for a total of 991; this is 301 less than January 31, 2016, and 779 less than a year ago. **The waiting lists have not been this low since February 2010.**
- The number of 2016 cases with an authorization is 5,334 and is 2% less than February 28, 2015.
- The total dollar amount authorized for all case services in 2016 is \$9,922,857 or 3% more than last year and is higher at this point in the year than any year since 2010.
- 2015 PETS expenses total about \$2,057,872 of the \$3,829,966 target. This equals about 54% of the target.
- 2016 PETS expenses are about \$179,778 at this point. The 2016 target is \$3,823,388.
- The sustainability model shows positive cash flow and carry over amounts for 2016 and 2017 based on current information. The model shows a deficit of about \$1,214,355 for 2018.
 - The 2018 deficit is showing because IVRS revenues are projected to be relatively flat at about \$34.5 million for FFY 2015 through 2018, but expenses for the same time period are projected to increase from \$33.5 million to \$37.8 million. The inability to spend all of the PETS funds also contributes to the 2018 projected deficit.
 - During this time period, IVRS is projected to deplete the Federal carry forward dollars.
- The state audit for IVRS for 2015 is nearing completion. The auditor has notified us of no reportable audit issues yet.

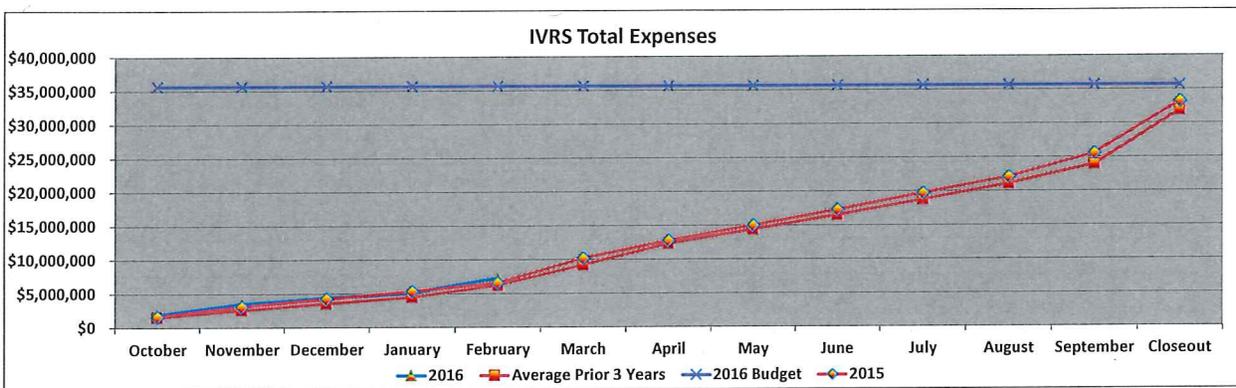
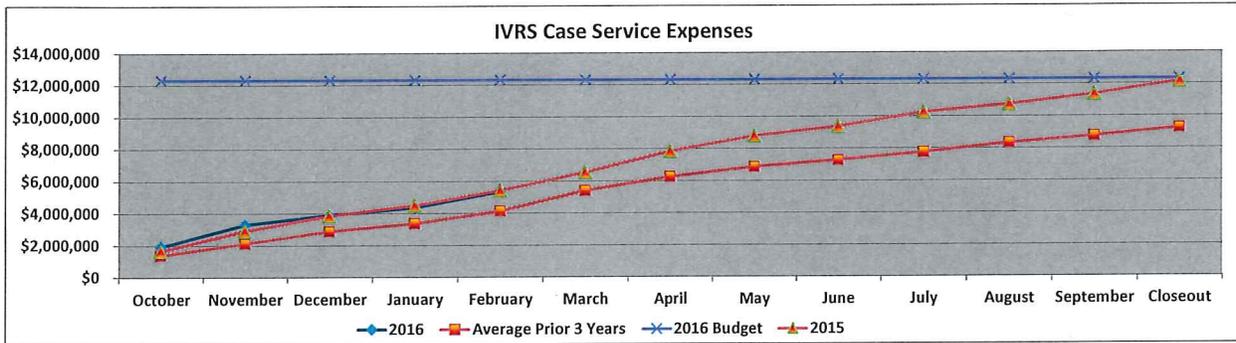
IVRS Financial Graphs



IVRS Financial Graphs, continued



IVRS Financial Graphs, continued



CRP Referrals and Supported Employment Closure Counts

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
All Referrals	8,209	8,396	8,017	6,889	5,553	8,363	7,348	6,480	5,668	5,980	6,036	6,067
CRP Referrals	543	543	417	334	458	191	177	136	139	182	267	453
Percent	7%	6%	5%	5%	8%	2%	2%	2%	2%	3%	4%	7%
All Rehabilitated Closures	2,113	2,121	2,126	2,130	2,146	2,264	2,217	2,136	2,162	2,185	2,205	2,321
SES Rehabilitated Closures	336	363	339	269	158	124	125	137	148	150	252	333
Percent	16%	17%	16%	13%	7%	5%	6%	6%	7%	7%	11%	14%

Supported Employment Expenditures by Federal Fiscal Year

Dept Object	Amount													
	FFY2005	FFY2006	FFY2007	FFY2008	FFY2009	FFY2010	FFY2011	FFY2012	FFY2013	FFY2014	FFY2015			
D15	\$ 781,702	\$ 672,922	\$ 222,640	\$ 182,200	\$ 67,005	\$ 69,930	\$ 93,230	\$ 106,117	\$ 134,855	\$ 82,004	\$ -			
D15-1										\$ 82,275	\$ 197,332			
D15-2										\$ 45,805	\$ 134,088			
D15A										\$ 352,711	\$ 512,810			
D20	\$ 32,360	\$ 23,040	\$ 8,900	\$ 6,860	\$ 4,615	\$ 3,990	\$ 3,907	\$ 4,698	\$ 6,356	\$ 12,575	\$ 25,185			
D21	\$ 391,085	\$ 313,563	\$ 151,730	\$ 102,000	\$ 82,800	\$ 91,275	\$ 112,865	\$ 152,475	\$ 162,079	\$ 272,590	\$ 435,017			
D22	\$ 99,650	\$ 83,490	\$ 40,800	\$ 27,200	\$ 20,060	\$ 20,140	\$ 25,902	\$ 39,196	\$ 42,941	\$ 69,624	\$ 111,304			
D23	\$ 56,080	\$ 46,050	\$ 25,765	\$ 20,400	\$ 14,115	\$ 12,270	\$ 18,597	\$ 24,106	\$ 27,912	\$ 52,695	\$ 75,314			
450										\$ 727	\$ -			
980										\$ 289	\$ 2,271			
Totals	\$ 1,360,877	\$ 1,139,065	\$ 449,835	\$ 372,860	\$ 292,735	\$ 340,300	\$ 403,910	\$ 523,823	\$ 583,654	\$ 971,295	\$ 1,493,320			

Selected Job Coaching by Federal Fiscal Year

Dept Object	Amount													
	FFY2005	FFY2006	FFY2007	FFY2008	FFY2009	FFY2010	FFY2011	FFY2012	FFY2013	FFY2014	FFY2015			
D18	\$ 136,290	\$ 131,590	\$ 25,750	\$ 26,400	\$ 9,339	\$ 7,623	\$ 6,697	\$ 12,844	\$ 12,990	\$ 7,368	\$ 10,617			
D19	\$ 44,360	\$ 43,360	\$ 12,600	\$ 10,740	\$ 4,590	\$ 3,150	\$ 2,262	\$ 2,826	\$ 4,578	\$ 2,065	\$ 2,648			
D15														
D15A														
Totals	\$ 180,650	\$ 174,950	\$ 38,350	\$ 37,140	\$ 36,090	\$ 40,068	\$ 26,403	\$ 27,406	\$ 35,728	\$ 17,886	\$ 24,940			

SQL: Active Case Load by expenditures

Supported Employment Closures by FFY

As of 09/30/2015

	SES 26-0 Closures	SES 28-0 Closures	SES Rehab Rate	Total 26-0 Closures	Total 28-0 Closures	Rehab Rate Total
FFY2015	333	58	85.17%	2321	1726	57.35%
FFY2014	252	46	84.56%	2205	1491	59.66%
FFY2013	150	33	81.97%	2185	1324	62.27%
FFY2012	148	30	83.15%	2162	1235	63.64%
FFY2011	137	37	78.74%	2136	1550	57.95%
FFY2010	125	52	70.62%	2217	2050	51.96%
FFY2009	124	40	75.61%	2264	1398	61.82%
FFY2008	158	133	54.30%	2146	1244	63.30%
FFY2007	217	164	56.96%	2130	1487	58.89%
FFY2006	296	184	61.67%	2126	1345	61.25%

Supported Employment Closures by FFY

As of 09/30/2015

MSD Clients Only
Excludes SES Closures

	SES 26-0 Closures	SES 28-0 Closures	SES Rehab Rate	Total 26-0 Closures	Total 28-0 Closures	Rehab Rate Total
FFY2015	333	58	85.17%	502	91	84.65%
FFY2014	252	46	84.56%	531	101	84.02%
FFY2013	150	33	81.97%	586	97	85.80%
FFY2012	148	30	83.15%	594	81	88.00%
FFY2011	137	37	78.74%	567	123	82.17%
FFY2010	125	52	70.62%	584	124	82.49%
FFY2009	124	40	75.61%	679	139	83.01%
FFY2008	158	133	54.30%	678	119	85.07%
FFY2007	217	164	56.96%	674	179	79.02%
FFY2006	296	184	61.67%	710	112	86.37%

Rehabilitation Services Bureau (RSB) Report to SRC

March 2016

What's New in RSB?

1. The **Unified State Plan has been posted** and will be uploaded to the RSA portal soon.
 - a. RSB is reviewing training needs and sought guidance from the National Disability Institute's Disability Employment Initiative technical assistance team for help with the integration of IWD and the case management components.
 - b. RSB resource managers will deliver training specific to those areas that are of high importance and require connections with policy development.
2. Our **North Central Area Office had a ribbon cutting ceremony** in February. David Mitchell presided and a number of Chamber of Commerce representatives also attended.



3. **Policy and procedures are being drafted** based on feedback received from the Comprehensive Statewide Needs Assessment (CSNA) and the SRC. The final policy will not be published until the final rules are received.
4. **Reverse Integration** – many community rehabilitation programs are moving from segregated employment to reverse integration and want IVRS to support clients in this employment scenario. IVRS is requesting discussion and decision making input from the SRC regarding this type of employment.
5. Our **Cedar Rapids Area Office added two new staff** and will be expanding their office. There is sufficient room to add two new staff to the office.
6. We have a **new Supervisor in our Ottumwa Area Office**. Kelli Hugo has been a counselor in the Cedar Rapids Area Office.
7. The **Integration model and potentially-eligible WIOA components** are being implemented – caseloads have declined.

**Iowa Vocational Rehabilitation Services for High School Students who are Most Significantly
Disabled in Transition**
Guidance for IVRS Staff on Section 511

Students who are the most significantly disabled with very little, if any, work experience have historically been transitioned from school to a sheltered work environment (hereafter called extended employment.) In the past, IVRS had very little involvement in working with these cases, focusing instead on those individuals who had significant disabilities but typically moved directly into employment or furthered their education. Under the Workforce Innovation and Opportunity Act, Section 511, the service delivery system of IVRS focuses on Employment First, instead of extended employment for students in transition. All students have the capability and interest in transitioning to a meaningful life after graduation, and work is a vital element of that life. Under IDEA students and their families have a right to make decisions about the student's future post-secondary transition outcomes. IVRS respects their right to exercise their own decisions. However, this guidance is for IVRS staff to assist staff to effectively serve this students who may have not been traditionally served by IVRS, and recognizes IVRS' staff capacity in working with these students is enhanced when there is a team that collaborates with a common focus of achieving employment first.

The process of serving the most severely disabled population of students requires IVRS to not only honor the Memorandum of Agreement with the Department of Education, but also recognize that neither the school nor IVRS alone is responsible for securing an effective transition for these students into work. This process also recognizes that IVRS' partners have specialized expertise in providing effective work services to these students and as such are a vital partner in the transition. This process encourages collaboration between IVRS, the school staff and our community providers to work together in providing opportunities for assessing community work opportunities consistent with an individual's interests and abilities, taking into consideration local job demands and business needs, along with the necessary employment supports needed by the individual. Implementation of the Menu of Services for this targeted population will provide increased opportunities to leverage financial resources with partner agencies, building capacity and utilizing partner expertise to address effective pre-employment transition strategies for those individuals with the most significant disabilities. Nothing in this policy guidance prevents parents and students from making decisions without involving IVRS.

The IVRS Menu of Services can be applied for service delivery to this targeted population. Please review the Menu of Services Manual for more detailed information. As the process is implemented, all partners will need to continually assess the effectiveness of services and make recommendations for redesign in an on-going manner. The following provides guidance and ideas on how to collaboratively work with students and encourage competitive integrated employment when parents and students voice that is their interest. IVRS respects the rights of every parent, guardian, and student to make decisions regarding their own life and understands that the IDEA requirements related to the post-secondary goal (expectations), is based on the student's interests and preferences and may vary among students. This guidance is intended for those students with transition goals, which encourages competitive integrated employment instead of extended employment.

SERVICE DELIVERY:

(IPE 2: needs to be completed with the goal written as “Competitive Integrated Employment” with appropriate services identified on the IPE 2).

Responsibilities of IVRS under WIOA for Students who Traditionally Transitioned into Extended Employment.

This provides to IVRS staff the parameters they may consider when meeting with IEP teams to discuss options; and when it is determined there is a need for more than described, it may be the responsibility of the school district.

Service Category	Description	Guidance
Discovery	Person-centered approach that generates information on the student’s interests, talents, dreams, preferences, and skills that results in a comprehensive profile to identify their unique potential employment options and can be used by IVRS and LEA for transition planning. The result of the discovery process culminates in a service delivery plan or decision on behalf of the student to proceed with more employment focused activities.	Staff may arrange/authorize with a CRP to provide the discovery service for 12 hours. This is a beginning level and can lead to other Menu services in efforts to continue Discovery. Justification for additional hours must be well documented in the case record.
Work Readiness Assessment (previously referred to as Community Based Assessment)	An assessment completed in the community at one or more work sites in a competitive integrated work environment that assists the student and the transition team to determine vocational options, directions, goals, and training strategies. The assessment is supervised by the CRP at the worksite as the student is not an employee of the business. The information is used by the LEA and IVRS in transition employment planning	Staff may arrange and authorize with a CRP to provide this assessment service for up to 60 units (15 hours) per assessment site. Multiple sites may be needed to answer the questions noted in the Section III of the Employment Analysis form; however, a team meeting should occur after each assessment.
Work Adjustment Training Services in the Community	A training program that remedies negative work habits and behaviors that impede successful employment; improves physical and psychological work tolerance barriers created by the disability; and develops strategies to improve a student’s ability to maintain employment. The training services are provided in a competitive integrated environment so that the strategies are based in real-world solutions. Section III of the Employment Analysis form for assessment services is initiated by IVRS staff requesting the services to be completed by the CRP. A	Staff may arrange and authorize with a CRP to provide work adjustment services in a competitive integrated environment and may authorize up to 80 units (20 hours) for the training. Some students may require more than the initial authorization and IVRS staff may authorize an additional 80 units with proper justification that demonstrates not only the barrier need, but the progress

	stipend is issued to the student through the CRP for actual work performed as part of the training.	that was made with the first trial.
Counseling on Opportunities	Counseling is provided to the student and information given to the parents on post school educational opportunities that are available for the student and how those opportunities are funded.	IVRS staff provide this service directly to the student, parents and guardians.

Responsibilities of Local Education Agencies under IDEA

IVRS does not intend to supplant the responsibilities of the LEA as described in IDEA (20USC 1400 et seq; & 614 (d) (20USC1414(d)). However, many LEAs have historically met their responsibilities for transition for students who transitioned into extended employment by contracting with CRPs to provide facility based services. Under section 511 of the Workforce Innovation and Opportunity Act (section 511 (b)(2)) a local educational agency may not enter into a contractual arrangement with a CRP for the purpose of operating a program for an individual who is age 24 or younger where the work is compensated at a subminimum wage. The following are services under IDEA that are the responsibility of the LEA. LEAs may provide these services or they may contract for these services.

Service Category	Description	Guidance
Functional Vocational Evaluation	An assessment that identifies the real-life skills that an individual demonstrates in living, learning, and working environments.	Such assessments may be done by the special education teacher in a functional classroom or by a work experience coordinator in a school-based or work setting. The information is used by IVRS and school staff for future experiences and planning.
Community Experiences	Experiences to learn the opportunities and demands of living, learning, and working in a community setting. Examples of such experiences include Job Shadows, which provide the student an opportunity to make choices about occupations that are of interest, and Unpaid Work Experiences, which give the student an opportunity to try and perform the work.	Such experiences are arranged for the student by the special education teacher or the work experience coordinator to provide the student an opportunity to learn from an unpaid work experience. IVRS can collaborate with LEA and AEA by assisting with connecting staff with IVRS business contacts. The information from these experiences is used by IVRS staff and LEA staff in employment planning, as well as planning for future learning and living environments.

Joint Responsibilities of IVRS and LEA for Selected Student Population:

According to the Department of Education and Iowa Vocational Rehabilitation Services Memorandum of Agreement the supported employment services are a joint responsibility. It is the hope of IVRS that if the LEAs refrain from contracting for the above community experiences and functional assessments, that funding may be used to support the costs associated with job coaching. The following provides guidance on how those responsibilities can be met jointly:

Service Category	Description	IVRS Responsibility	LEA Responsibility
Supported Employment Services	A program that develops a specific job of interest as outlined in the IEP and IPE for a student that capitalizes upon the students unique skills and interests; the training is provided for compensation at minimum wage or higher in a competitive integrated environment; the training on the job is provided by a job coach employed either by the school district (para-professional or CRP) who provides the specially designed instruction of the job training using the job analysis and placement plan for direction and monitors the work to achieve stabilized employment. There are times when customization of the employment is necessary.	<p>IVRS staff will arrange for and authorize with a CRP for the following services:</p> <p>Employment Analysis</p> <p>Job Development (160 Units or 40 hours per trial; may authorize a second time if necessary for an additional 80 units or 20 hours. Additional time requires supervisory approval.)</p> <p>Customization of the Job, if necessary (40 units or 10 hours)</p> <p>Job Analysis</p> <p>Develop Placement Plan</p> <p>Job Follow-up would be paid when transitioning from school personnel providing job coaching to CRP</p>	<p>The LEA is responsible for providing the job coaching. This may be done by an LEA staff person (para professional) or by the LEA paying for the job coaching services from a CRP. Service is provided by the LEA until graduation.</p>

		provided job coaching at graduation for stabilization.	
Self-Advocacy and Independent Living	Services teach the student how to live and move about the community and students learn to express their interests and advocate for themselves.	IVRS staff provide this service through counseling and guidance.	Special education teachers provide this as part of their daily living instruction.

1. *What if the student or the parent believes the student should transition to extended employment (i.e. sheltered employment at subminimum wage)?*

In order for the student, with the most significant disability, to select extended employment at subminimum wage compensation the student must have received:

- a. Pre-employment transition services (IDEA 20 USC 1400 et seq; 614(d) 20 USC1414(d));
- b. Has been found ineligible for IVRS services and has documentation consistent with the provisions of the Rehabilitation Act of 1973 as amended, Sec. 511; or
- c. Has been determined to be eligible for IVRS services and:
 - i. Has an IPE for employment;
 - ii. Has been working toward an employment outcome as specified in the IPE with appropriate supports and services, including supported employment services, for a reasonable period of time without success; and
 - iii. The IVRS case has been closed; and
 - iv. The student has been provided career counseling, and information and referral to Federal and State programs and other resources in the individual's geographic area that offer employment-related services and supports designed to enable the student to explore, discover, experience and attain competitive integrated employment; and
 - v. Such counseling and information and referrals are not for employment compensated at a subminimum wage provided by a community rehabilitation program; and
 - vi. The employment-related services are not compensated at a subminimum wage.

2. *What is the documentation that is required if a parent insists on pursuing extended employment with a community rehabilitation program?*

When the student is served by IVRS and the LEA, completion of the following services must be documented by the appropriate school official responsible for the provision of the appropriate transition services along with IVRS, and the IVRS staff person must prepare the final documentation of those services and results:

- a. job-exploration counseling;
 - b. work-based learning experiences which includes supported employment;
 - c. counseling on the programs offered in institutions for higher education such as REACH;
 - d. workplace readiness training to develop social skills and independent living;
 - e. instruction in self-advocacy which may include peer mentoring).
3. *What if a parent refuses competitive integrated employment or the student demonstrates they need extended employment?*

Parents/guardians may take the final documentation report to a CRP to access extended employment services if they refuse competitive integrated employment or the student demonstrates they still require long-term extended employment as the result of said services. The final documentation report would consist of providing a copy of the IPE-3 Closure form and the IVRS Closure Summary. In the case where the case file remains open for a set period of time while the individual is trained in an extended employment situation, a copy of the IPE-2 moving the individual into Interrupted Status (Status 24-0) and the case note justification for this status change would be provided.

Legislative Update

State Rehabilitation Council Meeting March 22, 2016

The second session of the 86th General Assembly convened on January 11, 2016. Pursuant to the Iowa Code, our legislature meets this year for 100 days. Therefore, the legislature is *scheduled* to adjourn on April 19, 2016. Battles over appropriation bills, however, which have not really begun yet, may push back the adjournment date, as has happened the past few years.

The Iowa Legislature has a very user-friendly website. The link is: <https://www.legis.iowa.gov>. Among other things, you can find the text of bills pending in either chamber of the legislature, their status in the legislative process, when a particular bill will be debated in a committee or in the Senate or House, and whether the Governor has signed a bill.

Following is a list of legislation we have been following this session. Since we are beyond the two "funnel dates," many pieces of legislation have died. Bills of interest to IVRS, SRC, and our job candidates include the following:

Bills Still Alive this Session

HF 588 – Eliminating nonexpiring disabled parking placards and making all placards expire every five years. (Passed House 2015; passed Senate with Amendments 3.16.16)

SSB 3011 – Relating to public disclosure of the receipt of certain gifts, bequests, and honoraria by a state employee or agency. (Voted out of Senate committee 2.8.16)

HSB 544 – Broadens the definition of "disability" for purposes of obtaining a disabled veteran exemption from paying motor vehicle registration fees. (Voted out of Senate committee 2.9.16)

SSB 3084 – Requiring Iowa Workforce Development to establish a clearinghouse for the purpose of providing information on Iowa's Veterans Preference law. (Voted out of Senate committee 2.11.16)

HSB 580 – Requiring Iowa Workforce Development to establish a clearinghouse for the purposes of Iowa's Veteran Preference Law. (Voted out of House committee 2.17.16)

S.F. 2110 – Relating to an individual obtaining and reviewing her/his own criminal history data. (Passed Senate 2.22.16; passed House 3.15.16)

SSB 3095 – Permitting the Iowa Economic Development Authority to provide additional tax incentives to businesses using apprenticeship training program contractors. (Voted out of Senate committee 2.11.16)

H.F. 2203 – Establishing an Iowa Employment and Education Rides Initiative to provide funding for Iowans seeking employment and education. (In House Appropriations committee [no action since introduced 2.9.16])

S.F. 2143 – Regarding reporting and public disclosure of the receipt of certain gifts, bequests, and honoraria. (Passed Senate 2.29.16; in House subcommittee)

S.F. 2144 – Relating to the disclosure of mental health information for the purpose of care coordination. (Passed Senate 2.22.16; passed House 3.15.16)

H.F. 2228 – Permitting the Economic Development Authority to provide additional tax incentives to businesses using apprenticeship training program contractors. (In House subcommittee)

HSB 620 – Relating to academic and career guidance and technical education courses, curriculum, and programs that involve students learning at a workplace. (Voted out of Senate committee 2.18.16)

S.F. 2169 – Requiring Iowa Workforce Development to establish a clearinghouse for providing information about Iowa's veteran preference law. (Senate committee report recommending passage 2.11.16)

H.F. 2274 – Allowing use of a driver's instruction permit as proof that a child is 14 years or older for purposes of obtaining a child labor permit. (Passed House 2.22.16; Senate committee report recommending passage 3.10.16)

S.F. 2179 – Regarding the High Quality Jobs Program by making additional tax incentives for businesses that utilize apprenticeship programs. (Senate committee report recommending passage 2.15.16)

S.F. 2244 – Providing that an irrevocable trust may apply for a persons with disabilities parking permit. (Passed Senate 2.24.16; in House subcommittee)

H.F. 2364 – Amending Iowa's Open Meetings Law regarding public notice and accessibility of meetings. (Passed both chambers, sent to Governor 3.21.16)

H.F. 2392 – Regarding academic and career guidance, technical education courses, curriculum, and programs that involve students learning at a workplace. (Passed House 3.3.16; Senate committee report without recommendation 3.10.16)

S.F. 2254 – Creating a new Code section requiring certain group health insurance policies to provide coverage for the screening, diagnosis, and treatment of autism spectrum disorders. (Passed Senate 2.25.16; in House committee)

H.F. 2415 – Requiring Iowa Workforce Development, in coordination with the Department of Administrative Services, to establish a clearinghouse for providing information vis-à-vis the veterans' preference law. (Passed House 3.1.15; in Senate)

Bills that Have Died this Session

SSB 3013 – Regarding permissible gifts to public officials or employees; raising the daily limit from \$3.00 to \$10.00.

HF 2009 – Requiring the director of the Department of Education to publish a handbook describing the educational options available to parents and guardians of children between 5 and 21 years who have not yet graduated from secondary school.

SF 2015 – Regarding persons with disabilities registration plates for motor vehicles owned by irrevocable trusts.

HSB 512 – Increasing the amount of permissible gifts to public officials from \$3.00 to \$10.00.

HSB 516 – Regarding public disclosure of permissible gifts to public officials; electronic filing required.

SF 2032 – Regarding disclosure of mental health information for the purpose of coordinating a patient's care.

S.F. 2042 – Establishing the "Iowa Rides" initiative to provide education and employment to Iowans.

H.F. 2112 – Creating a new Iowa Code Chapter requiring certain group health insurance policies to provide benefits for the screening, diagnosis, and treatment of autism spectrum disorders.

S.F.2072 – Requiring certain group health insurance plans to provide coverage for autism spectrum disorders.

SSB 3089 – Amending the Open Records and Open Meetings laws regarding accessibility and dissemination of certain public information.

H.F. 2153 – Increasing the minimum wage to \$12.00/hour by July 1, 2017.

H.F. 2184 – Providing that a driver's instruction permit can be used as proof that a child is 14 years or older, for purposes of obtaining a child labor permit. (Withdrawn)

H.F. 2223 – Regarding public notice of governmental meetings and accessibility to the public, including persons with disabilities. (Withdrawn)

S.F. 2227 – Providing that any administrative rule made effective on or after July 1, 2016, ceases to be effective five years after the rule's effective date.

S.F. 2240 – "Ban the Box" legislation prohibiting criminal record checks prior to granting an applicant an interview.

H.F. 2351 – Prohibiting employers and employment agencies from inquiring about or requiring disclosure of the criminal history of an applicant until the applicant's interview.