

## Iowa (IA) WIOA Matrix

### Employment First State Leadership Mentor Program (EFSLMP)

Feedback from SRC members to explore opportunities to expand or develop partnerships. Progress made by IVRS in various initiatives was reported at each SRC meeting. These have included collaborative efforts established between IVRS and the following entities; the Veteran's Administration, the Employers Disability Resource Network, Manpower (Project Ability), Disability Rights Iowa, Social Security Administration (Ticket-To-Work, Partnership Plus), Project Search, Benefits Planning, the Iowa Association of Community Providers, Iowa's Workforce Development, the Iowa School for the Deaf, Office of Disability and Employment Policy (ODEP) Employment First, the Iowa Coalition for Integrated Employment, Iowa Department of Human Services (including Money Follows the Person and Iowa Medicaid Enterprise), the Iowa Rehabilitation Association, APSE (Association of Persons Supporting Employment First), Developmental Disabilities Council, the State Employment Leadership Network (SELN), Unity Point Diversity Initiative and Walgreens Retail Employees with Disabilities Initiative (REDI). (Page 297)

IVRS has not supported segregated employment for over 16 years. However, schools have still transitioned students with the most profound disabilities into segregated settings without the assistance of IVRS. IVRS local area office supervisors are working with the local school districts to develop plans that identify how we will work collaboratively so these students may try employment first. "Section 511" programming provides students with opportunities to: discover options of competitive integrated work that would be of interest to the student; assessment and work experiences in the community; along with supported employment services designed so that the job is stable by the time of graduation with the focus of encouraging students to be competitively employed by high school graduation. Information briefings are being developed and shared with VR staff, school officials, parents, and community partners in efforts to identify opportunities to provide pre-employment transition services that focus on competitive integrated employment. Services such as Discovery, Career Exploration. (Page 306)

The IVRS counselor and job candidate refer their questions and service requests to the CRP, which determines if it has the capacity to provide answers and work in partnership with the counselor and the job candidate. A team meeting occurs to discuss the plan for Supported Employment services delivery. IVRS is making changes in the alignment and collaboration of service rates through participating the past four years in an Employment First Grant through the Office of Disability and Employment Policy. Strategic planning has collaboratively occurred through the Administration of Intellectual and Developmental Disabilities, the State Employment Leadership Network and the DOL, Disability Employment Initiative. These efforts resulted in a focus on improved alignment of services and the funding of those services to support service delivery for individuals with the most significant disabilities. IVRS, in January of 2016, revised the Menu of Service to reflect alignment with hourly Medicaid Service rates and related performance measures and billable units which improve accountability and connection to service outcomes. (Page 314)

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IVRS efforts in coordinating with our business partners will foster competitive community integrated employment. IVRS has not supported segregated employment outcomes for sixteen years so the strategies outlined above as well as what will be developed during this plan will continue to focus on increasing competitive integrated employment outcomes. Customized employment strategies including Discovery and customized job carving will be highlighted in on-going training efforts for VR staff and community providers as effective business resource tools. This training is integrated into sustaining the state's Employment First efforts. (Page 320)

IVRS also incorporated a goal on working with business. IVRS has a representative on the Iowa Developmental Disabilities Council and their Executive Director serves on the leadership team of Employment First, which is coordinated through IVRS. A MOA with the Governance Group (eight state agencies which includes the State Medicaid/Mental Health Division and the Executive Director of the Iowa Developmental Disabilities Council collaborated to support strategies to reduce duplication and maximize employment efforts with a clear focus on competitive, community integrated employment for individuals with the most significant disabilities. This MOU describes the financial responsibilities and the populations that are served to maximize resources and avoid duplication. In addition, IVRS is adopting the Medicaid rates that DHS is implementing in FFY 16. Collaborative planning efforts occurred with DHS in the implementation of the Iowa Employment First Principles which resulted in approaching Iowa legislatures in a collaborative manner resulting in increased state monies being available to serve Iowans with disabilities. (Pages 325)

## Customized Employment

It was recommended and agreed to by IVRS that the policy related to competitive integrated employment demonstrate a strong emphasis on progressive employment and creating customized employment opportunities for the most significantly disabled youth. During the March 2016 meeting the school plan for students covered under Section 511 was discussed and agreed to by the SRC. (Page 295)

These efforts of provider transformation, along with Community of Practice webinars during the past two years, positively impacted customized employment service delivery as well as increased numbers of individuals with the most significant disabilities accessing competitive, community integrated employment outcomes. (Page 315)

Customized employment strategies including Discovery and customized job carving will be highlighted in on-going training efforts for VR staff and community providers as effective business resource tools. This training is integrated into sustaining the state's Employment First efforts. (Page 320)

The agency routinely uses the latest research and pilot projects to update training programs in areas such as ADA, assistive technology, mental illness, learning disabilities, Autism, and head injury/traumatic brain injury. IVRS is the lead agency with the Employment First Initiative and staff as well as partners has access to a myriad of customized employment training webinars. (Page 332)

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Only those that are needed and cannot be provided by the agency are purchased. Additional services were added to the Menu of Services this year that include Discovery and Customized Employment. As part of the FFY15 State Plan, IVRS completed the mandatory Comprehensive Statewide Needs Assessment (CSNA) to determine the current needs of Iowans with disabilities, as well as assess the services provided by Community Rehabilitation Programs. (Page 351)

The new rate structure will allow IVRS and the Department of Human Services to collaborate with funding to assure that CRPS are adequately reimbursed for the range of services available from each agency. Implementation of new payment points and the development of Customized Employment services have occurred. Supported Employment Services with a focus on competitive, integrated employment is supported by IVRS. (Page 352)

The individuals who participated in the Employment First Initiative were from our most vulnerable and disabled population, many of whom had never worked in a competitive integrated environment. Some participated in progressive employment, first exploring their interests and sometimes starting with volunteer work; while others moved into an employment setting learning skills through a customized employment experience that created an opportunity of success for them. (Page 353)

Competitive integrated employment – it was recommended and agreed to by IVRS that the policy related to competitive integrated employment demonstrate a strong emphasis on progressive employment and creating customized employment opportunities for the most significantly disabled youth. During the March 2016 meeting, the school plan for students covered under section 511 was discussed and agreed to by the SRC. (Page 357)

Supported employment is competitive employment in an integrated setting consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individuals with ongoing support services for individuals with the most significant disabilities. Many supported employment plans include the need for customized employment, and the IVRS menu of services that allows for the purchase of services from CRPs has been updated to include the provision of customized employment. (Page 360)

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A survey of IDB counselors indicated that 100% of them considered CRPs to need training in promoting supported employment and pre-employment services. They also reported that CRPS were unaware of the alternative techniques that could be used to engage in employment and often did not know how to provide training materials and other resources in formats that were accessible to people who were blind or visually impaired. The Iowa Coalition for Integrated Employment, which has worked closely with CRPS for several years, facilitated meetings with IDB counselors and clients to discuss best practices in the delivery of customized employment services. Those discussions resulted in determining that CRPS also need training in the area of customized employment. (Page 443)

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Customized Employment has been added as a vocational rehabilitation service option. (Page 452)

The Department is also exploring Customized Employment and work based learning opportunities. The Department will partner with Community Rehabilitation Organizations to generate referrals for individuals who can benefit from competitive integrated employment in their communities. (Page 452)

## Braiding/Blending Resources

Blending and braiding of funds to maximize resources and increase efficiency. (Page 69)

A referral process that allows for direct connection by and between key agency staff, which includes holding agencies accountable for assisting workers in achieving success is underway and set to be rolled out in conjunction with the Iowa One-Stop Center standards in 2017. The braiding and blending of funding streams will maximize benefits and services to Iowa's job seekers, employees and employers. (Page 117)

ICIE has been a key collaborator with innovative braiding of funding to expand financial and technical assistance areas specifically related to employment first and the delivery of supported employment services in Iowa. (Page 348)

## Section 188/Section 188 Guide

Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners), will comply with section 188 of WIOA (if applicable) and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) with regard to the physical and programmatic accessibility of facilities, programs, services, technology, and materials for individuals with disabilities. This also must include a description of compliance through providing staff training and support for addressing the needs of individuals with disabilities. Describe the State's one-stop center certification policy, particularly the accessibility criteria. The State of Iowa is committed to providing programs and services in a readily accessible format and delivery method to any individual who is seeking services from the workforce system. Accessibility as referenced throughout this plan refers to the direct and indirect ideas, actions, philosophies and physical and emotional supports used by an individual or employer to support employment for ALL Iowans. (Page 196)

## DEI/Disability Resource Coordinators

The Disability and Employment Initiative through IWD/DOL has also been a key collaborator and partner in increasing employment outcomes. The DEI project has enhanced communication and awareness through their local projects with an Integrated Resource Team, financial literacy strategies and benefits planning. (Page 395)

Shared training has been arranged between IVRS with other entities (including Workforce/DEI, Manpower, ICIE, APSE, EDNR and SHRM). IVRS continues to have an expectation for all field staff to be involved in business development. The SRC took a lead role in organizing a series of three webinars and on-site training activities focused specifically at business partnerships. (Page 297)

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## Other State Programs/Pilots that Support Competitive Integrated Employment

Between May and August of 2015, IVRS and IWD engaged in four pilot implementation designs where the local offices identified application and referral strategies that provided information on complementary data-sharing opportunities. In addition these pilots stimulated discussion on how to wrap services around the mutual job seeker in order to create a more seamless system of support. Unfortunately, the Iowa workforce development representative assigned to these projects decided to step down from his state level position and no other person was assigned to the projects as a result. (Pages 341-342)

Another objective of our Iowa Plan is to engage Iowa's youth in the career path development process using creative, progressive, and self-directed techniques in the delivery of career 6 Development of Pilot Projects – WIOA Pilots –IVRS consistently considers the use of pilot projects prior to full and comprehensive roll out of new initiatives and programs. (Page 346)

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Pilots have been conducted and will be expanded to partner with credit and non-credit courses to encourage the transition of adult learners to a career pathway. The pilots are designed to increase the number of adult learners earning transferrable credit, marketable credential, and, or entering post-secondary education. (Page 274)

Our goal is for all individuals with disabilities to access services through the workforce development partners. Similar to the multi-tiered system of support designed in education, IVRS anticipates that 80% of the individuals with disabilities can be successful accessing the programs and services provided by Iowa workforce development with no specialized service needed because the staff has received basic training and etiquette in working with individuals with disabilities. (Page 342)

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## Financial Literacy/Economic Advancement

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Create affordable options for workers to obtain education, training, skills, including personal, soft, and basic skills, and financial literacy, necessary to secure and maintain self-sustaining employment, and· Develop opportunities for ALL Iowans to develop entrepreneurial skills and concepts while providing opportunities for connection with Iowa business leaders (Page 95)

## Benefits

The disability and employment initiative through IWD/DOL has also been a key collaborator and partner in increasing employment outcomes. The DEI project has enhanced communication and awareness through their local projects with an integrated resource team, financial literacy strategies and benefits planning. (Page 348)

The eligible individual, the counselor, and when appropriate, other extended service providers will jointly plan supported employment services. Supported employment services shall be provided by other agencies, organizations, employers, or other available sources with whom cooperative arrangements will be made. Comparable services and benefits will be used to the maximum extent appropriate. Services will be provided in the most integrated setting possible consistent with the individual's informed choice. (Page 360)

During the extended evaluation IVRS counselors must develop a written plan for providing services to make the determination. An individual who has a disability as determined eligible for Social Security benefits shall be considered to be an individual with a significant disability and presumed to be eligible for IVRS services, provided that individual intends to achieve an employment outcome consistent with the unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individual. Individuals who are seeking homemaker and unpaid family worker (and other similar uncompensated occupations) are referred to the Independent Living Program for services. (Page 373)

A continued barrier for service delivery is the timely delivery of benefits planning services for individuals and families with the most significant disabilities. This is also contributed to by the lack of information that gets to families through early education and secondary school programming. Strategies are being implemented through the delivery of Pre-Employment Transition Services. (Page 379)

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Assigned staff to provide benefits planning services and benefits counseling. Staff assigned to IVRS college settings are adept in using work incentives to help address a beneficiary's needs through school until the completion of their work goals. (Page 380)

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The IDB refers individuals to Iowa Workforce Development for information regarding benefits planning, labor market information, assessment information, in addition to trainings, assistance with job search activities and a variety of other services available through the local one-stop centers. (Page 414)

The Partners also recognized in 2014, that there are 110,000 Iowan's who might benefit from SSA disability benefits planning services. Some of these individuals are served by a variety of agencies. The Department for the Blind is focused on services being provided in the community, in integrated and competitive environments. (Page 428)

Partner agencies have begun to determine the feasibility of establishing a benefits planning network that will identify approved training opportunities for Iowa benefits planners, to provide technical assistance to trainers, and to develop referral processes for SSA recipients not currently connected to the service delivery system. (Page 429)

SSA also identified those people who were working age and were receiving SSI and/or SSDI benefits. Among all working age Iowans with disabilities, 18.27% were receiving benefits, of which 2.17% of the total recipients were blind or visually impaired. Of the total recipients, 69.93% were working age individuals with disabilities, and 2.33% of working age disability recipients were individuals who were blind or visually impaired. (Page 438)

Ensure all clients receiving Social Security Disability Insurance and/or Supplemental Security Income have the opportunity to receive individualized benefits counseling from a certified Benefits planner. (Page 465)

Extended supported employment services shall be provided by other agencies, organizations, employers, or other available sources with whom cooperative arrangements will be made. Comparable services and benefits will be used to the maximum extent appropriate. Services will be provided in the most integrated setting possible consistent with the individual's informed choice. Supported employment services may include. (Page 469)

Benefits and services to Iowa's job seekers, employees and employers will be maximized through the intentional braiding, integrating and seeking out of diverse funding streams. (Page 95)

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Benefits to using the Iowa TIER system include:

- Reduction of data–entry by IVRS Staff;
- Centralize data collection related to pre–employment transition services provided by local education agencies and IVRS while reducing duplicative data entry;
- Connect with other data in the system to evaluate the effectiveness of the IVRS and DE collaboration. (Page 305)

With the limited number of work–ready job candidates, the conference agenda was geared toward emphasizing the benefits to employers of hiring persons with disabilities. IVRS is striving to create these connections during this economic opportunity. (Page 316)

The Council facilitated for National Disability Awareness Month in 2015 a series of three educational webinars hosted with local collaboration/discussion occurring at three host sites. This created awareness around the business case and benefits of hiring people who have a disability. Approximately 80 people attended the session across the state, for each webinar. (Page 319)

Assuring quality of vocational services provided;

- (k) Providing ongoing communication with all members of an individual’s team as needed;
- (l) Cooperating with case manager in monitoring quality of employment service, reviewing both individual and provider progress;
- (m) Encouraging individuals who enter Supported Employment Services and receive Social Security benefits to become aware of and utilize SSA work incentives;
- (n) Identifying ongoing supports to begin by the time of an individual’s stabilization on the job. (Page 323)

IVRS continues to focus on diversity growth especially in the professional classification levels and have had several meetings with the Iowa Department of Personnel to expand recruitment strategies. The Bureau Chief of the Rehabilitation Services Bureau is on the Advisory Board for the University of Iowa. She meets with students after the board meetings to discuss employment with IVRS, the benefits, the qualities that the state agency is looking for and current trends. (Page 323)

IVRS also provides training on policy, motivational interviewing, benefits planning, and when new initiatives and issues arise, training is developed and provided by the Rehabilitation Services Bureau. Standing committees exist to help disseminate information on a regular basis in the areas of Motivational Interviewing, Business development and engagement, benefits planning and assistive technology. These trainings continue to focus on providing staff adaptive skills in providing service delivery to a changing population need involving collaboration with Unified State Planning Goals, Individuals with increased functional limitations and barriers to employment as well as an emphasis on our aging population. These efforts also have a strong point of emphasis on our pre–employment transition services for youth engagement. (Page 332)

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### School to Work Transition

Assist all youth who are blind or visually impaired in their career path navigation by offering a variety of options supporting the transition from school to work. Measure: Number of students receiving pre-employment transition services prior to high school graduation.- Prepare Iowa's youth to meet the evolving demands of tomorrow's workforce. Measure: Number of students participating in paid work experiences prior to high school graduation. Number of students who have IEP goals aligned with their career goal. Strategy 5: Assist all youth who are blind or visually impaired in their career path navigation by offering a variety of options supporting the transition from school to work. Measure: Number of students receiving pre-employment transition services prior to high school graduation. Strategy 6: Prepare Iowa's youth to meet the evolving demands of tomorrow's workforce. Measure: Number of students participating in paid work experiences prior to high school graduation. (Page 454)

- Engage Iowa's youth in the career path development process using creative, progressive, and self-directed techniques in the delivery of career services. **Measure:** Percentage of students that have IEP goals that aligns with their career path interests. (Page 460)

Expands access for students with disabilities to engage in career exploration and skill development at a younger age, launching them on a path to career success and independence;

- Increases participation of VR counselors in IEP team meetings ensuring cross-agency planning and earlier career preparation; and
- Improves strategies to ensure that students with disabilities secure employment prior to graduation and connect with long-term supports services when needed and available to ensure long term success.
- Educates parents and youth on work incentives planning by comparing benefits of work versus SSI. (Page 37)

### Data Collection

Increases efficiency throughout the workforce delivery system, and aids in accurate performance measurement used in decision-making. (Page 96)

- Minimize the participatory burden to an accessible system through the creation and implementation of a common intake and reporting system among core partners and relevant agencies. (Page 96)

IWorks will continue to operate as Iowa Workforce Development's data collection and case management system for:

- Wagner-Peyser Act
- WIOA Title I
- Veterans Employment and Training programs
- Migrant and Seasonal Farm Workers
- PROMISE JOBS (Page148)

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The Iowa Rehabilitation Services System (IRSS) is an internal case management system that is owned, maintained, and updated by IVRS. The original concept of IRSS was the development of an interactive, intuitive system designed to meet agency needs for case management, financial management, contract management, vendor management and reporting. After many years of development and scale-backs on the scope of the project, IRSS was put into use in October, 2008. The system that was deployed at that time was developed to meet the data collection and financial needs of the agency. Limited reports were developed and included in the initial deployment to assist with case management. Shortly following implementation, the IVRS IRSS Priority Management Team (PMT) was formed and charged with the responsibility of developing improvements to the IRSS Case Management System to meet the financial, case management and reporting needs of the agency and move the system closer to the original concept. Representatives of the Rehabilitation Services Bureau and Administrative Services Bureau, in collaboration with IT developers and project managers, develop the projects and business rules for all IRSS development. (Pages 149)

Employment Benefit Analysis - a survey conducted with IWD employers across Iowa are asked to provide information regarding benefits they currently offer their full-time and part-time employees in a regional analysis. (Page 145)

## Small Business/Entrepreneurship

Activities to support integrated education and training strategies will align with the NGA Talent PIPELine/Future Ready Initiative recommendations as well as with concepts within the Career and Technical Education (CTE) Taskforce report. A youth-focused work group will be convened by the Core Partners and key stakeholders. Individuals and small businesses will be given guidance on business enterprises, asset development, and benefits planning throughout the start-up, operations and maintenance phases of entrepreneurial pursuits. (Page 80)

The Employer Disability Resource Network (EDRN) - was designed to increase the employment of persons with disabilities by pooling agency resources and providing technical expertise to employers throughout Iowa. Members of this group include staff from IVRS, the Department for the Blind, Veteran's Administration, Small Business Administration, and Division of Persons with Disabilities, Workforce Development, Community Rehabilitation Providers, Drake University, and Iowa Medicaid. Persons from high school transition age to the aging population are represented. Members of this group present to individual employers as well as employer organizations throughout the state. At present, much attention has been raised by this group to inform employers about Section 503 Rules for Federal Contractors. Internal tools and resources have been provided to staff of IVRS to assist in educating employers about compliance with Section 503. Additionally, this group presented a conference in August, 2015, to assist in education on hiring persons from diverse backgrounds, including persons with disabilities, and the value these individuals present to the workforce. In Iowa, the unemployment rate is the lowest it has been in the last decade; therefore, business and industry are considering populations that they traditionally did not pursue in hiring. With the limited number of work-ready job candidates, the conference agenda was geared toward emphasizing the benefits to employers of hiring persons with disabilities. IVRS is striving to create these connections during this economic opportunity. (Page 127)

In addition IVRS works with Small Business Development Centers and the IWD Small Business Development teams to provide necessary technical assistance.

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The Iowa Partnership for Economic Progress (IPEP), an industry-led, CEO-level advisory board established by Governor Branstad in 2011 was charged with the task of continuously identifying and studying economic growth issues facing Iowa and recommend solutions and policy alternatives. (Page 39)

The Employer Disability Resource Network (EDRN) – is a collaborative group of state, federal and private partners working together to identify, develop and mobilize resources, supports and services that add value to Iowa businesses hiring persons with disabilities. EDRN Partners include Iowa Vocational Rehabilitation Services; Iowa Department for the Blind; Deaf Services; Division of Persons with Disabilities; Veterans Administration; Social Security Administration; Iowa Workforce Development; U.S. Small Business Administration/SCORE; Goodwill Industries of Central Iowa. EDRN provides Iowa employer’s access to qualified applicants, enhances the available labor market by combining on-the-job training, internships and classroom experiences for high-demand occupations and serves as a resource for up-to-date information about disability employment issues for the business community. (Page 316)

Self-Employment is a vocational option that may be considered as part of an individual’s informed choice. A program for self-employment has been developed under an agreement between Iowa Vocational Rehabilitation Services (IVRS) and Iowa Department for the Blind (IDB). It is available to active candidates of IVRS or IDB who are able to become self-sufficient by establishing, expanding, or acquiring a small business. IVRS employs two full-time business staff who specialize in assisting job candidates with a vocational goal of self-employment. Before investing time and money into a self-employment venture, the candidate must complete an in-depth study about the business they intend to start. The IVRS/IDB Counselors and the candidate, guided by the technical assistance of the IVRS Business Development Specialists, will outline a plan of action to help explore: an individual’s qualifications and skills; the entrepreneurial idea; determination of the feasibility of the business idea; and facilitate Business Plan development should the idea demonstrate promise. Iowa Economic Development, Iowa Small Business Development Centers, Iowa Job Centers and the Service Corps of Retired Executives (SCORE) are organizations that can help with preliminary exploration of business ventures, and services available through Iowa Workforce Development may also provide additional education. IVRS and IDB provide the financial assistance to start a business to their respective job candidates with matching dollars provided by the job candidate. When the candidate is served by both agencies, IVRS and IDB coordinate the services and the plan. The data below demonstrates the number of successful businesses supported that remained in business two years post the opening of the business. (Page 319)

The EDRN seeks to increase employment of persons with disabilities by pooling agency resources and providing technical expertise to employers throughout the state. Members of this group include staff from the Department, Iowa Vocational Rehabilitation Services, Iowa Economic Development Authority, U.S. Small Business Administration, Department of Human Rights – Office of Persons with Disabilities and Office of Deaf Services, Iowa Workforce Development, U.S. Department of Veteran Affairs, Easter Seals of Iowa, Goodwill Industries of Central Iowa, Department of Education and the Medicaid Infrastructure Grant program. Members of this group have presented and provided resources and assistance to employers and employer organizations throughout the state. In addition, the EDRN provides Iowa employers with access to qualified job applicants and are available to provide employers with information and support related to retaining quality employees who experience a disability. (Page 413)

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Business Development Specialists provide technical assistance to clients to assist them in reaching this goal if determined appropriate. Through the program, clients can access Iowa Economic Development, Iowa Small Business Development Centers, Iowa Job Centers and the Service Corps of Retired Executives (SCORE) and the Iowa Workforce Development to gain additional training or assistance in developing their business plans. The Department encourages and assists clients to develop connections and mentors with other individuals, including individuals who are blind or visually impaired, who have established successful businesses. (Page 423)

## Career Pathways

IVRS has attended Career Pathways trainings and are finding more opportunities to network with RAP partners and connect students to RA and related programs. (Page 95)

Through implementation of career pathways and infusing of robust sector strategies across systems, Iowa is committed to serving the underserved citizenry by closing educational and employment gaps to end disparities based on disability, ethnicity, race, class, and geographic location. By 2025, 70% of all Iowans will have earned a postsecondary degree or industry-recognized credential or certification - the new minimum - that meets employer needs. (Page 60)

IVRS area offices are also becoming involved and engaged in sector partnerships. At the state level, IVRS has representation on the statewide Career Pathways and Sector Partnership Advisory Boards and will be involved in policy development that addresses accessibility issues. At the local level, the sector partnerships are locally developed workforce partners that serve specific industry sectors by providing a talent pool of eligible job candidates, as well as technical assistance to business and industry regarding their specific questions and needs. (Page 105)

Externs who successfully complete the 120-hour REDI training have the opportunity to apply for openings at Walgreens or with a neighboring business. Since the initiation of REDI in 2012, IVRS has worked with six Iowa providers (CRPS) to deliver REDI training in twelve Walgreens stores across Iowa. IVRS continues to develop Occupational Skill Training Programs per local area office needs. Communication efforts are being expanded at the local IWD Regional Workforce Boards in order to ensure collaboration with existing career pathways and sector boards will be integrated and accessible for individuals with disabilities. (Page 106)

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Iowa Vocational Rehabilitation Services (IVRS) plans to enter into a cooperative agreement with the Department of Education for the purposes of expanding the Intermediary Network with the focus of serving students with disabilities to connect with career pathways. IVRS will fund up to \$1.5 million to support the Intermediary Network, which is delivered by the community college system. This expansion, focused on students with disabilities who have traditionally not been able to access career pathways, will develop the mechanism by which students with disabilities gain skills in occupations that are job-driven. This will be accomplished through improved work based learning strategies. (Page 138)

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Sector Partnerships – IVRS area offices are also becoming involved and engaged in sector partnerships. At the state level, IVRS has representation on the statewide Career Pathways and Sector Partnership Advisory Boards and will be involved in policy development that addresses accessibility issues. At the local level, the sector partnerships are locally developed workforce partners that serve specific industry sectors by providing a talent pool of eligible job candidates, as well as technical assistance to business and industry regarding their specific questions and needs. The Burlington Area Office has one IVRS employee on each sector partnership which has proven to be a systemic approach to placement. (Page 317)

We are expanding communication efforts at the local IWD Regional Workforce Boards in order to ensure collaboration with existing career pathways and sector boards that will be integrated and accessible for individuals with disabilities. (Page 318)

IVRS utilizes all of our employment services for adults and youth. We have seen value in understanding the business needs and being able to integrate those needs into counseling and guidance that lays the foundation for employment planning and access to career pathways for students and youth with disabilities. Programs like the IVRS Transition Alliance Programs, Making the Grade, Project Search, Occupational Skill Training Programs, Pre–Employment Transition Work Readiness Programs, Access to school STEM programs, and the increase involvement of the Iowa Department of Education Intermediary Network focused on work based learning opportunities for all students combine to enhance transition employment services for IVRS job candidates. The Rehabilitation Services Bureau Chief is actively involved with the Special Education Advisory Board and the Administrator works with the Department of Education’s Work Based Learning Grant as well as the Future Ready Iowa Program. (Page 321)

Through career pathways connections and apprenticeship trainings IVRS will be able to encourage job candidates to seek out and obtain employment in the middle skills industries. IVRS will also continue to try and expand the business contracts where IVRS embeds a diversity/retention specialist in businesses. Currently one contract exists where IVRS funds the salary of such a person employed by unity point health services, which is in the top industry sectors to be targeted. (Page 335)

Develop and implement business focused earn–and–learn opportunities, Improve linkages to career pathways and business sectors, Infuse business information and the need for “middle skill” sets when working with students and teachers in transition efforts. Encourage increased business engagement. (Page 337)

Providing an integrated service system for employers can be accomplished similar to following the model developed by the workforce partnership in Burlington. This model ties in the community college, the special services and supports of IVRS, adult education, TANF, career pathways, etc. It provides industry the resources and supports they need and want, without involving extra unnecessary contacts and services not required. (Page 343-345)

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### Employment Networks

THE DESIGNATED STATE UNIT WILL COORDINATE ACTIVITIES WITH ANY OTHER STATE AGENCY THAT IS FUNCTIONING AS AN EMPLOYMENT NETWORK UNDER THE TICKET TO WORK AND SELF-SUFFICIENCY PROGRAM UNDER SECTION 1148 OF THE SOCIAL SECURITY ACT.

6. FINANCIAL ADMINISTRATION OF THE SUPPORTED EMPLOYMENT PROGRAM:

Section identified but no detailed information specifically addressing disability focused implementation. (Page 479)

\* All enclosed information is cited directly from final state plan as of February 23, 2017

Find your local state plans here: <https://www2.ed.gov/about/offices/list/osers/rso/wioa/state-plans/index.html>