



ACRONYMS USED IN THIS REPORT

- Customized Employment (CE)
- Employment Specialists (ES)
- Individualized Placement & Support Services (IPS)
- IA Blueprint for Change (IBC)
- IA Voc. Rehab. Services (IVRS)

BACKGROUND

In Jan. 2024, 19 IBC employment specialists received a survey invitation to share their project experiences and challenges. The survey had a 68% Response rate (13/19), of which 53% were IPS providers (7/13), 31% were CE providers (4/13), & 15% were IPS.

1. Feedback about Role Clarity

EMPLOYMENT SPECIALISTS' ROLE CLARITY

THE BIG PICTURE

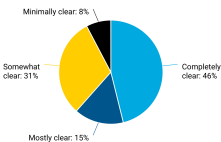
62% (7/13) of ES feel completely or mostly clear about their IBC project role.

ADDITIONAL CLARITY CAN COME FROM:

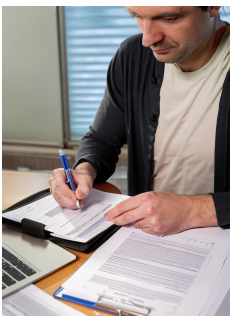
- More training on expense reports and qualifying reimbursable hours.
- Collective meeting attendance

EXEMPLARY QUOTE:

"Sharpening my understanding of the expense reports would be a lot more helpful."



2. Feedback about IPS Challenges



IPS IMPLEMENTATION

CHALLENGES INCLUDED:

- Learning programming language
- Expanding services across counties
- IVRS waiting list
- Limited job opportunities in small communities
- Monthly paperwork
- Resistance to meeting consistently

ADDITIONAL SUPPORTS CAN INCLUDE:

Expense report training and training on qualifying reimbursable hours.

EXEMPLARY QUOTE:

"With being in a very small community there are only a few [employment opportunities] to choose from."

3. Feedback about CE Challenges

CE IMPLEMENTATION CHALLENGES INCLUDED:

- Fidelity tenets for the Discovery Staging Record
- Managing emergent client info
- Timely job seeker interviews
- Limited mentor access, meeting cancellations

CHALLENGES WITH FIDELITY STANDARDS INCLUDED:

- Picking a family quote
- Different variations of paperwork
- Paperwork is often time-consuming

EXEMPLARY QUOTE:

"The ability to go back and adjust the documentation is important as information is found for our client."

4. Feedback about the Collective

ATTENDANCE

- 9/11 have not attended a Collective meeting.
- 4/11 did not receive invites.

REASONS FOR MISSED MEETINGS

Did not know what the Collective is.
Meetings did not align with schedule.

PERCEIVED IMPACT OF THE COLLECTIVE

- Respondents feel the Collective improves statewide provider communication and facilitates idea-sharing and mutual learning.
- Additional stakeholders to include in the Collective for a greater impact: Department of Corrections.

UNDERSTANDING OF THE COLLECTIVE PURPOSE



Understanding of the Collective purpose varied. Only those who have attended a meeting (2) had complete understanding.