



Iowa Workforce
Development

Vocational Rehabilitation Services



IVRS Public Meeting



Goal

To provide information on important changes IVRS is proposing and to seek public comment regarding these changes. The following changes are proposed today:

- Changing the minimum qualifications for the Rehabilitation Counselor classification
- Notification that the Statewide Independent Living Council has selected a new Designated State Entity for funds

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Public Comment Topic 1

Counselor Minimum Qualifications



Background Information

1

WIOA legislation opened [regulatory guidance](#) on personnel standards that allows for a Bachelor's degree with experience for the Counselor position, rather than only a Master's.

2

Nationally, vocational rehabilitation agencies are struggling to receive the needed applications for Master's level Counselors; even with efforts ongoing to connect with Institutes of Higher Education to be innovative.

3

IVRS would like to follow other state agencies in opening up the minimum qualifications of the Counselor position to allow for more applications.

4

Currently, IVRS has Rehabilitation Associate positions that require oversight by a Counselor for areas only a Counselor can complete (e.g., eligibility and individualized plan for employment). IVRS would like to free up capacity to allow Associates to move to Counselors.

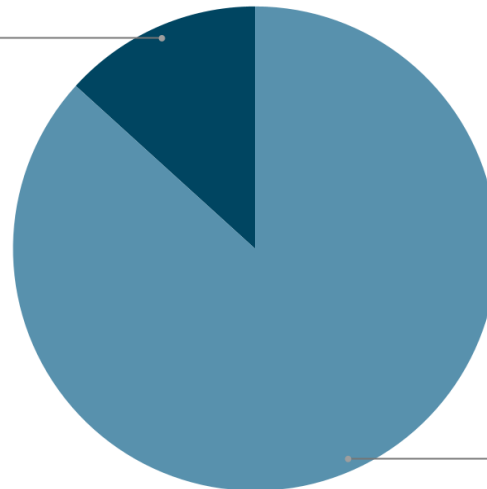


Current Staff

The chart below shows the number of current Counselors and Associates within IVRS.

Current Staff

Associates (15)
13.3%



Counselors (98)
86.7%



Minimum Qualifications

The minimum qualifications have changed for the Rehabilitation Counselor job description.

Changes:

IVRS will now allow graduation from an accredited four-year college in a related field, with at least one year of experience. This is different than the prior minimum qualifications, which required at minimum a four year degree, a year of experience, and 24 hours of graduate coursework.



Prior Minimum Qualifications

1. Graduation from an accredited college or university with a Master's degree in rehabilitation counseling, counseling and guidance, school counseling, mental health counseling, social work, psychology, education, business administration, management, finance, accounting, marketing, or a closely-related field.
2. Completion of all coursework of a Master's Degree program in rehabilitation counseling, pending only completion of an internship for graduation.
3. Both a, b, & c:
 - a. One year of full-time work experience in professional vocational rehabilitation counseling services, and
 - b. Graduation from an accredited four-year college or university with a degree in a human-services oriented science which provides a knowledge of the theories, principles, and techniques of counseling....and
 - c. Twenty-four hours of graduate coursework in counseling



Proposed Minimum Qualifications

1. Graduation from an accredited four-year college or university with a degree in a human-services-related field, and experience equal to one year of full-time work in professional vocational service or human services field. OR
2. Both a & b:
 - a. Graduation from an accredited four-year college or university with a degree in any field; and
 - b. A total of one year of graduate-level education where 24 semester hours of accredited graduate college or university coursework in rehabilitation counseling, human resources, school counseling, mental health counseling, social work, psychology, education, or a closely-related field equals one year of full-time experience

Training for Associates

IVRS is committed to providing comprehensive training to current Associates, and incoming Counselors with the minimum qualifications to ensure they are prepared for the role. Samples of training topics are listed below. Staff work will also be monitored for 6 months for accuracy. Training will occur in a cohort.

- 01 | Medical Aspects of Disability
- 02 | Counseling Theories and Techniques
- 03 | ADA
- 04 | Eligibility
- 05 | Plan Development and Comprehensive Annual Reviews
- 06 | Stabilization



Counselor Pay

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Hourly	\$26.33	\$39.91
Biweekly	\$2,106.40	\$3,192.80
Yearly	\$54,766.40	\$83,012.80

Pay Information

The Iowa Vocational Rehabilitation Services (IVRS) Division of Iowa Workforce Development recognizes the education and experience of Rehabilitation Associates as they transition into Rehabilitation Counselor positions. Specifically, for those promoted to Rehabilitation Counselor, the employee's salary will be adjusted to the minimum of pay grade 28, even if this results in a total increase exceeding 5%. If the increase is less than 5%, the employee will receive a total of 5%. Employees who are already within the Rehabilitation Counselor salary range will receive a 5% pay increase upon the promotion.

IVRS wants to recognize and reward those staff who have put in the extra effort to obtain their graduate level education. As a result, Rehabilitation Associates transitioning to Rehabilitation Counselor positions with a Bachelor's degree will be capped at 85% of the Rehabilitation Counselor maximum salary, pending approval.



Timeline (approximate)





Questions/Comments (3 min time limit)

IVRS will be receiving questions/comments today

Will post Q&A on website @ <https://workforce.iowa.gov/vr>

When speaking, please include:

- Name
- Contact Information

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Public Comment Topic 2

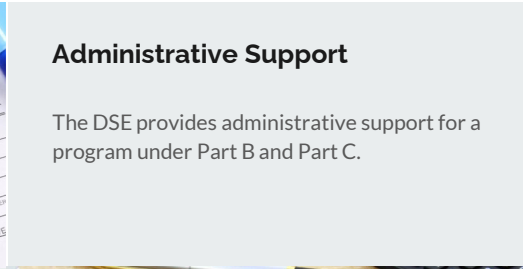
The SILC Selecting a New DSE

What is the role of the Designated State Entity?



Funds

The Designated State Entity (DSE) is responsible to receive, account for, and disburse funds based on the State Plan for Independent Living (SPIL), and to retain no more than 5% of funds received by State under Part B.



Administrative Support

The DSE provides administrative support for a program under Part B and Part C.



Records and Information

The DSE must also maintain records and provide information or assurances as the Administrator finds necessary with respect to the programs.





Continued Support

The SILC made the decision to select another DSE, after IVRS indicated an interest in stepping out of this role. The SILC selected the Iowa Department of Health and Human Services. IVRS is notifying the public of the SILC's transitional phase. Despite this, IVRS will continue to provide the following IVRS funding for the SILC.

Year 1

\$45,000

Innovation & Expansion
(Basic Support)

Year 2

\$47,250

Innovation & Expansion
(Basic Support)

Year 3

\$49,612

Innovation & Expansion
(Basic Support)



Timeline (approximate)





Questions/Comments (3 min time limit)

- IVRS will be receiving questions/comments today; will post Q&A on website @ <https://workforce.iowa.gov/vr>
- All questions regarding the SILC will be shared with the Executive Director to comment on
- When speaking, please include:
 - Name
 - Contact Information