

Iowa Blueprint for Change Year 4 Work Plan

Goal	
Advance and improve systems so that lowans with disabilities have competitive integrated employment (CIE) opportunities that lead to economic security.	
Objective 1	
Maintain a collective of diverse stakeholders to develop and implement systems change models for lowans with disabilities at subminimum wage to achieve competitive integrated employment (CIE). The collective will adapt based on stakeholder input and the needs of those served, ensuring a sustainable path to CIE.	
Activity 1.1	Utilize the Steering Committee and Collective, composed of key stakeholders, including frontline staff, to partner and advise IVRS throughout the project period with project development, refinement, evaluation, and implementation (Years 4 – 5).
Activity 1.2	Beginning in Year 4, IVRS will transition the formal Steering Committee structure into existing cross-agency and stakeholder meetings, ensuring continued fulfillment of its advisory role without creating additional stand-alone sessions. This blended approach will maintain representation from all major systems while streamlining communication and participation. Committee duties—including reviewing progress toward project goals, providing input on resource development, and advising on sustainability planning—will be incorporated into standing agenda items within the Collective and related interagency groups. (Year 4).
Activity 1.3	The Blueprint, developed in Year 3, will be refined based on evaluation data and stakeholder feedback. The local evaluator will continue to work with IVRS to integrate the Blueprint into partner agencies’ operational processes and professional-development structures. Refinement will focus on aligning key recommendations with existing IVRS and HHS policy, provider training protocols, and data-collection systems to ensure usability across multiple service settings. (Year 4).
Activity 1.4	Develop a memorandum of understanding (MOU) with partners as needed throughout the remainder of project years (Years 4 – 5).
Objective 2	

<p>Implement and maintain the established Registered Apprenticeship for Direct Support Employment Specialists. Additionally, establish a quality pre-apprenticeship program in partnership with local community school districts and post-secondary institutions to prepare individuals for success in the apprenticeship.</p>	
Activity 2.1	Manage all duties as needed for Intermediary (Years 4 - 5).
Activity 2.2	Continue development for a quality pre-apprenticeship program for use in high schools and post-secondary settings (Year 4).
Activity 2.3	Assist participants in identifying and securing necessary services and supports, including assistive technology (AT), to enhance their independence and remote service options, while continuing to provide innovative services through the RA to ensure individual success (Years 4 - 5).
Objective 3	
<p>Increase ongoing delivery of preparation, placement and support services that begin in early high school and result in uninterrupted transition to CIE for youth with disabilities.</p>	
Activity 3.1	Utilize the established transition team of diverse partners that will assist with youth pilot project development, refinement, evaluation, and implementation (Years 4 - 5).
Activity 3.2	Identify opportunities for embedding CIE best practices learned from the IBC grant within the Iowa Dept. of Education and Local Education Agencies (Years 4 - 5).
Activity 3.3	Use identified exemplary services and practices in Iowa and nationally recognized best practices in the field to develop four additional model projects that will provide empirical demonstration of effectiveness for employment preparation that link to obtaining and retaining CIE (Year 4 = 2 sites).
Activity 3.4	Distribute outreach materials to students and parents/guardians to raise awareness of CIE, promote informed decision-making, and address concerns such as benefits planning, social inclusion, supported decision-making, alternatives to guardianship, fair wages, skills development, and necessary support for success (Years 4 - 5).

Activity 3.5	Assist participants in identifying and securing necessary services and supports, including assistive technology (AT), to enhance their independence and remote service options, while continuing to provide innovative services through the identified programs to ensure individual success (Years 4 - 5).
Objective 4	
Promote greater access for lowans with disabilities to secure and sustain competitive integrated employment that fosters economic stability.	
Activity 4.1	The contracted local evaluator will work with IVRS and project partners to refine and integrate the Blueprint developed in prior years. The refined document will incorporate data and lessons learned from pilot sites, technical assistance activities, and stakeholder feedback. Integration will occur through dissemination of practical guidance to partners, embedding Blueprint recommendations into training materials, and aligning practices with agency service systems to ensure long-term adoption.
Activity 4.2	Assist remaining Iowa 14(c) certificate holders with building and/or enhancing CIE models of service and provide technical assistance related to provider transformation (Years 4 – 5).
Activity 4.3	Continue developing outreach resources for lowans with disabilities and their families to raise awareness of CIE, promote informed decision-making, and address concerns such as benefits planning, social inclusion, supported decision-making, alternatives to guardianship, fair wages, skills development, and necessary support for success (Years 4 – 5).
Activity 4.4	Recruit program participants, targeting individuals not in CIE, while prioritizing unserved and underserved lowans to ensure equitable access from diverse geographical regions. Identify and provide the necessary services and supports for obtaining and maintaining CIE that leads to economic success (Years 4 - 5).
Activity 4.5	Provide training, coaching, and technical assistance to expand equitable statewide access and build capacity of providers who deliver CE or IPS employment services to fidelity (Year 4 – 5).
Activity 4.6	Develop and disseminate information and resources that support self-employment and entrepreneurship opportunities for lowans with disabilities (Years 4 – 5).

Activity 4.7	Provide training and technical assistance to build capacity of IVRS, IDOE, MHDS Regions, and other key partners to increase understanding of, access to, and activity support of implementation of fidelity CIE (Years 4 – 5).
Objective 5	
Align public policies, funding, and practices that support CIE as the first and preferred outcome for all lowans with disabilities, while collaborating with additional agencies to enhance service delivery and support.	
Activity 5.1	Work with additional partners to build legislative support for an Iowa Employment First (E1st) policy and/or directive that requires that CIE is the first and preferred outcome of publicly funded services for lowans with disabilities (Years 4 – 5).
Activity 5.2	Work with additional partners to build legislative support for an Iowa Technology First (Tech1st) policy and/or directive that expands access to technology for lowans with disabilities to increase independence and offers virtual support (Years 4 – 5).
Objective 6	
Establish an IVRS case management system that improves communication with IBC participants while simultaneously improving collaboration, communication, and deliverables with Community Rehabilitation Providers. (All Year 4)	
Activity 6.1	Refine system requirements and data migration field mapping with Libera.
Activity 6.2	Perform customer validation data grooming to prepare for migration of IBC participant data.
Activity 6.3	Complete customer use case validation and operational readiness testing.
Activity 6.4	Begin training of IVRS and CRP staff on the functionality and use of the inFormed case management system and vendor portal.