



**FAMILY NETWORK  
ON DISABILITIES**

# From IEP to IPE



- **Family Driven**
- **Non-Profit 501(c)3**

## **We do NOT:**

**Act As Attorneys**

## **We DO:**

- ♥ **Provide Support**
- ♥ **Provide Information**
- ♥ **Help Identify Options**

# Welcome!

**The purpose of the this workshop is to help participants increase their understanding of the IPE process for individuals with disabilities and their families.**

# DREAMS

“When I grow up, I want to be...”



**a cashier.**



**a chef.**



**a computer  
game  
designer.**

# DREAMS

**“When I grow up, I want to be...”**

**It's all about  
employment.**

# So what do you want to be?

***“I don’t know.”***

***“I know what I want to be, but no one else thinks I can do it.”***

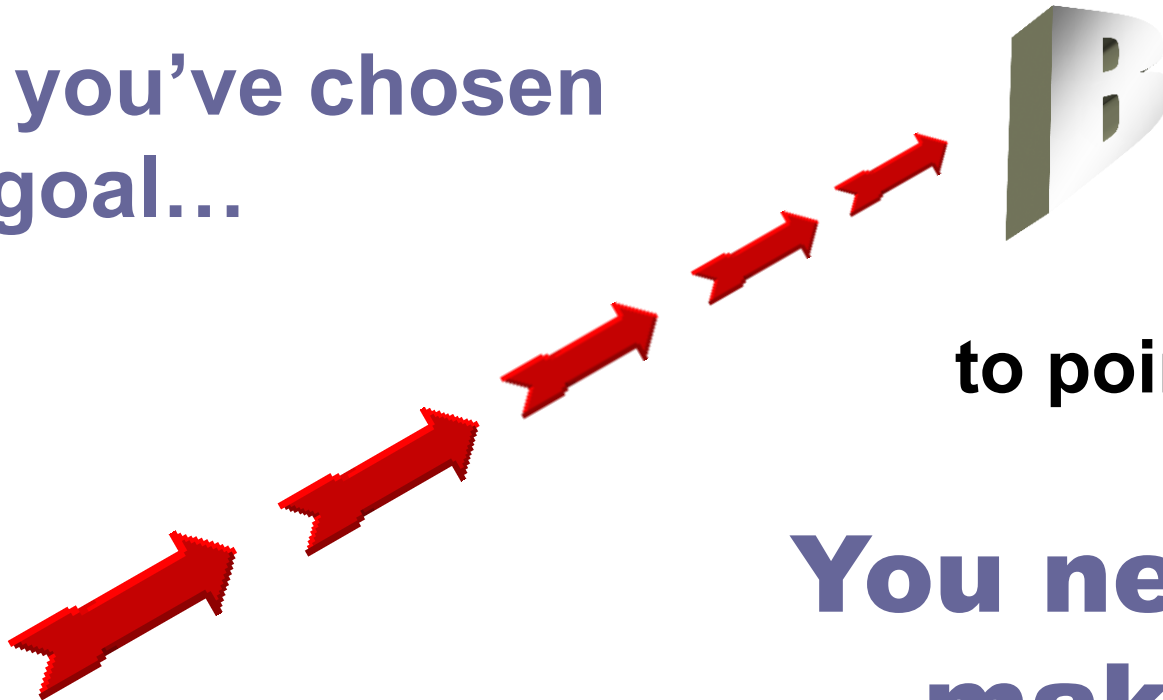
***“I know what I want to be, but I don’t think I can do it.”***

# Find your dream.

- **Assessments**
  - **Research**
  - **Exploration**
- **Think outside the box!**



Once you've chosen  
your goal...



to point B...

Then to get  
from point A

**You need to  
make a  
PLAN.**



IPE

TIEP

IEP

FSP

# Individualized Plan for Employment

# What is an IPE?

- **A written plan.**
- **Developed to identify services to be provided by Vocational Rehabilitation (VR) and other agencies.**
- **Services should enable the individual to achieve the agreed-upon employment objectives.**

# What are VR Services?

**Services necessary to assist an individual with a disability in:**

- ✓ preparing for
- ✓ securing
- ✓ retaining or
- ✓ regaining

**EMPLOYMENT.**

# What are VR Services?

**VR services are consistent with the:**

- ✓ strengths
- ✓ resources
- ✓ priorities
- ✓ concerns
- ✓ abilities
- ✓ capabilities
- ✓ interests and
- ✓ informed choice

of the **INDIVIDUAL.**

# Steps for VR Services

**Apply for Services**

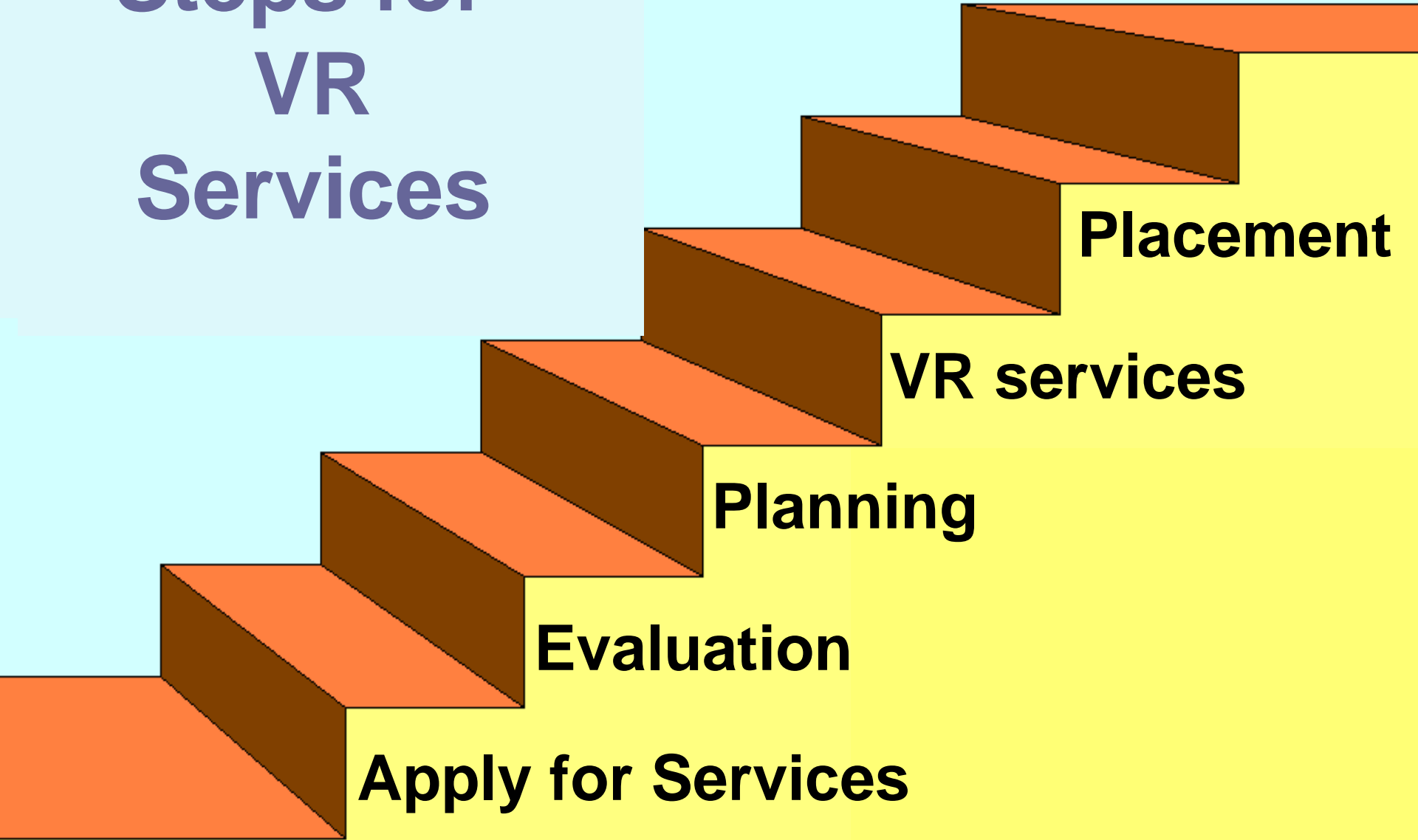
**Evaluation**

**Planning**

**VR services**

**Placement**

**Closure**



# Eligibility for VR Services

The individual must have a physical or mental impairment that results in a substantial impediment to employment.

The individual's employment outcome can benefit from VR services.

The individual requires VR services "to prepare for, secure, retain, or regain employment."

# Eligibility for VR Services

or

If you receive Social Security Disability  
Income (SSDI) or Supplemental Security  
Income (SSI),



you are eligible for VR services, if you intend to  
seek employment



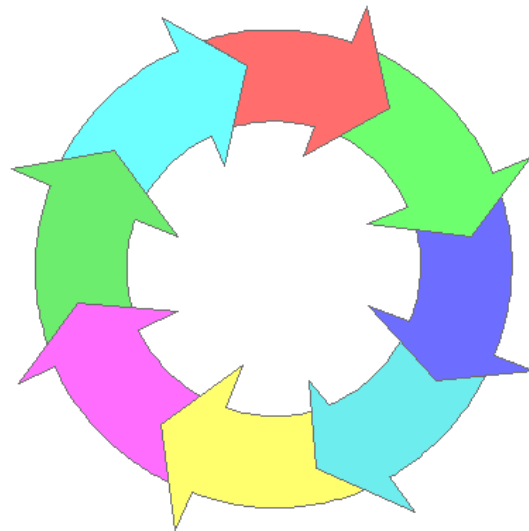
## Prior to the development of an IPE

**There MUST be a comprehensive assessment to:**

- ✓ Determine the employment outcome
- ✓ Identify the objective, nature, and scope of VR services.
- ✓ Evaluate the unique strengths, resources, priorities, abilities, and interests of the individual.

# VR Assessment

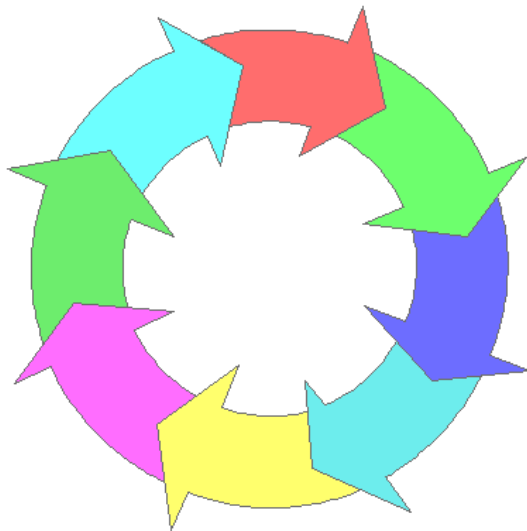
The assessment can cover a variety of factors that affect employment and the needs of the individual including:



- Educational
- Psychological
- Psychiatric
- Vocational
- Social
- Medical

# VR Assessment

It may also include a referral for the provision of Rehabilitation Technology Services...



to assess and develop the capacities of an individual to perform in a work environment.

# “Employability”

- Full or part-time, competitive to the greatest extent possible
- Supported employment
- Other employment consistent with the individual’s strengths, abilities, interests, and informed choice
- Also includes self-employment, telecommuting, and business ownership

# What is Informed Choice?

**The VR system has this policy:**

**All activities that are implemented must be consistent with the principles of:**

**Respect for Individual Dignity**

# What is Informed Choice?

**The VR system has this policy:**

**All activities that are implemented must be consistent with the principles of:**

**Personal Responsibility**

# What is Informed Choice?

**The VR system has this policy:**

**All activities that are implemented must be consistent with the principles of:**

**Self-Determination and**

# What is Informed Choice?

**The VR system has this policy:**

**All activities that are implemented must be consistent with the principles of:**

**The Pursuit of Meaningful Careers Based on Informed Choice.**



## **VR assists individuals to exercise “Informed Choice.”**

- **Assessments**
- **Selection of employment outcome**
- **Identification of specific VR services to be provided**
- **Method for procuring services**
- **Selection of the setting in which services will be provided**

**VR assists individuals to exercise “Informed Choice.”**

**Although VR must approve the IPE, the individual decides the level of involvement by the VR counselor, if any, in the development of the IPE.**

Informed choice does **NOT** mean that the individual can pick *any* employment goal.

- **The employment goal must be consistent with the individual's abilities.**
- **There must be a likelihood that the goal will lead to a viable employment outcome.**

The VR system must develop  
and implement

**flexible**

and procurement policies methods  
that afford the individual  
**“meaningful choice”** in  
procuring services.

Because an IPE should enable an individual to achieve

*the agreed upon employment objective,*

**ANY service to be provided by VR must be specified in the IPE.**

# What an IPE Must Specifically Address:

- **The specific employment outcome**
  - ✓ chosen by the individual,
  - ✓ consistent with his/her unique strengths, concerns, abilities, and interests.

## What an IPE Must Specifically Address:

- **The specific VR services to be provided**
  - ✓ in the most integrated setting appropriate to achieve the employment outcome
  - ✓ including appropriate assistive technology and personal assistance services.

# Examples of VR Services

- Assessment to determine eligibility and needs
- Counseling, guidance and job placement services
- Vocational and other trainings, including higher education and the purchase of tools, materials and books
- Diagnosis and treatment of physical and mental impairments to reduce or eliminate impediments to employment



# Examples of VR Services

- Transportation that is needed to receive a VR service or to achieve an employment outcome
- Personal assistance
- Interpreter services
- Occupational licenses, tools, equipment, initial stocks and supplies

# Examples of VR Services

- Technical assistance to pursue self-employment or small business ownership
- Rehabilitation technology, including vehicular modifications, telecommunications, sensory and other aids and devices
- Transition services for students with disabilities to facilitate achievement of employment outcomes

# Examples of VR Services

- Supported employment
- Services to the family to assist the individual with a disability to achieve an employment outcome
- Post employment services necessary to assist and individual to retain, regain, advance in employment

## Comparable Services Requirement

- VR is the payer of last resort, meaning that if the service is available from another agency or program, VR will NOT pay for the service.
- The IPE must list ALL employment services provided by ALL providers to meet an employment goal.

# Comparable Services Requirement

- The IPE must specify which services are to be paid by VR, as well as ALL comparable benefits provided by other agencies or the individual.
- If a delay or dispute arises about a VR service specified on the the IPE, the service can NOT be delayed and VR is responsible for obtaining the service but can seek reimbursement.

# Employment Goals That Must Be Specified in the IPE

- The timeline for initiating services and for achieving the employment outcome
- The specific entity, chosen by the individual, to provide VR services and the method chosen to procure those services

# Employment Goals That Must Be Specified in the IPE

- The criteria for evaluating progress towards achieving the employment outcome
- The responsibilities of the VR agency, the individual (to obtain comparable benefits), and any other agencies (to provide comparable benefits)

# Employment Goals That Must Be Specified in the IPE

- Any costs that will be the responsibility of the individual
- For individuals with significant disabilities that are expected to need extended supported employment, the extended services to be provided
- Any projected post-employment services, if necessary



## Additional IPE Requirements

- The IPE must be reviewed annually and amended if there are substantive changes:
  - in the employment outcome,
  - in the VR services provided, or
  - in the service providers.
  
- Any changes will not take effect until agreed to by both the individual and the VR counselor.

## IPE Summary

- **Be informed**
  - **Establish eligibility**
- **Work with your VR counselor**
  - **Activate VR services**
  - **Monitor for success**
  - **Update or revise**
- **Get a job, with supports, if needed**
  - **Identify any follow-up supports**

## Workshop Development References

“The State Vocational Rehabilitation Agencies and Their  
Obligation to Maximize Employment”

<http://www.nls.org/vrbooklt.htm>

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Florida VR Handbook

[www.rehabworks.org](http://www.rehabworks.org)

# Thank You!

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