

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.”

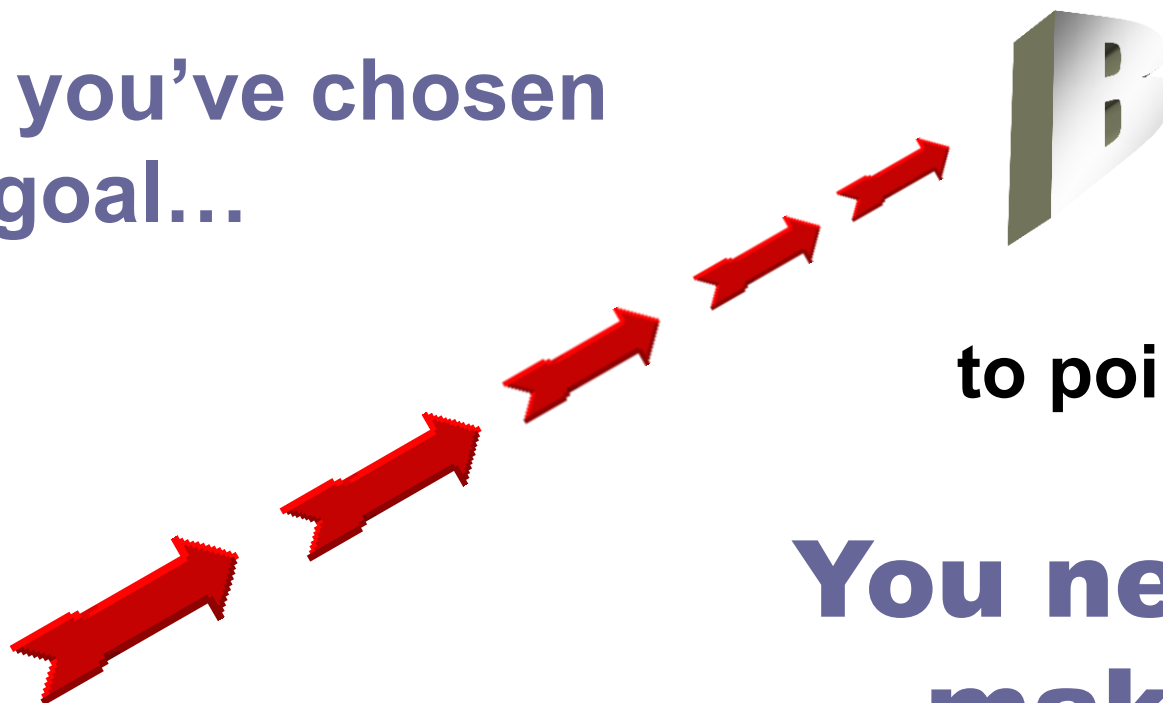
“I know what I want to be, but no one else thinks I can do it.”

“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.**



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.

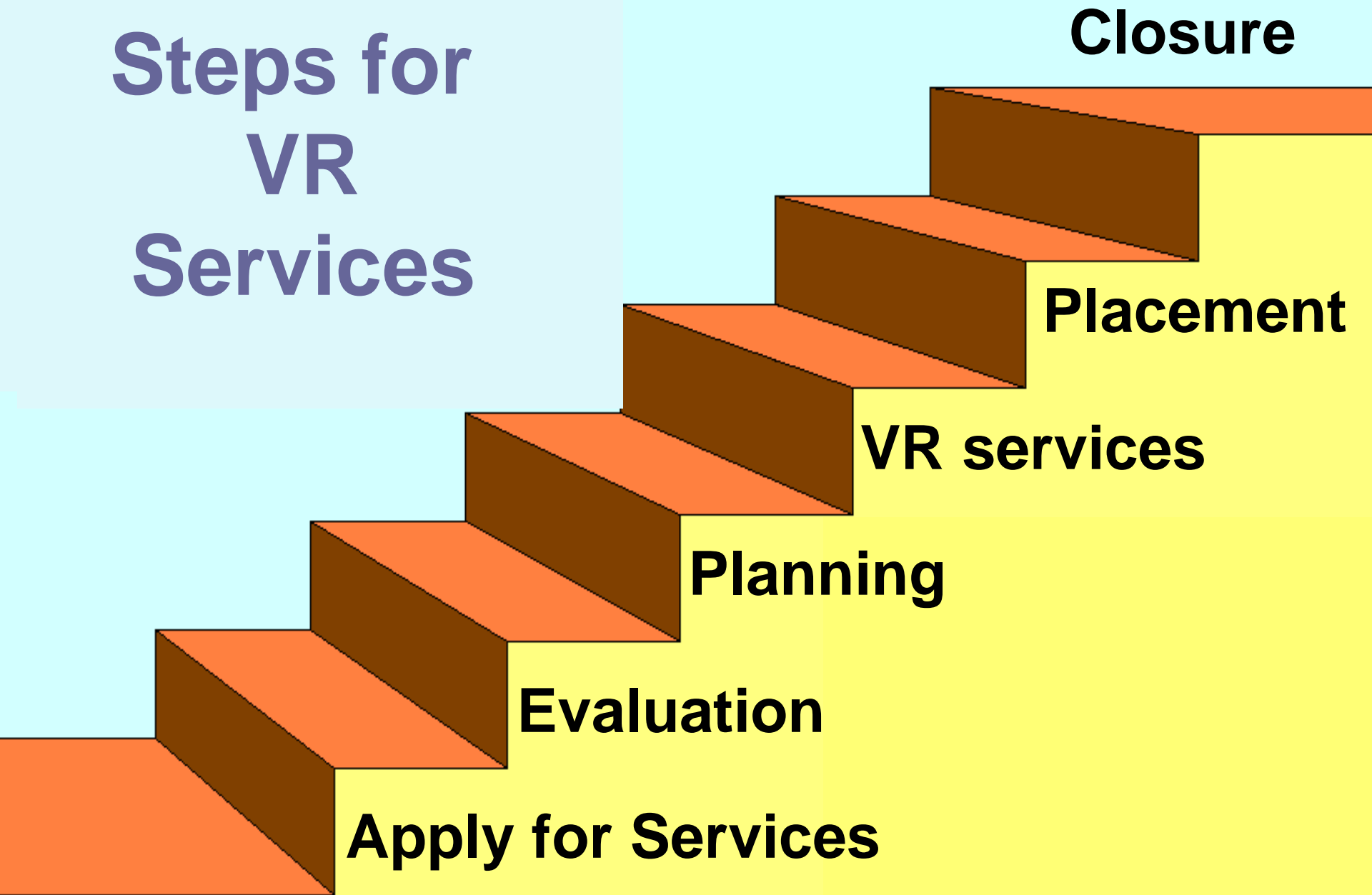
What are VR Services?

VR services are consistent with the:

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

of the **INDIVIDUAL.**

Steps for VR Services



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

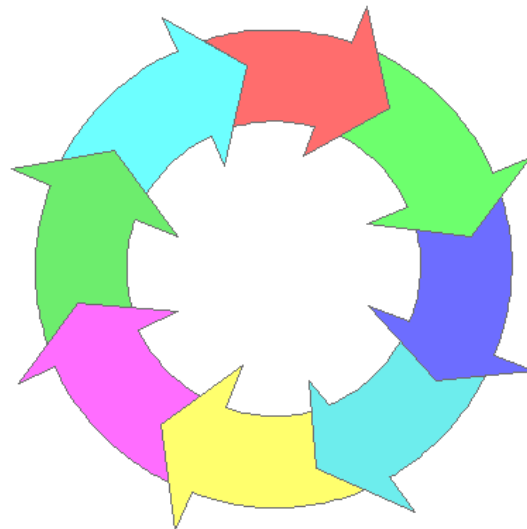
Prior to the development of an IPE

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

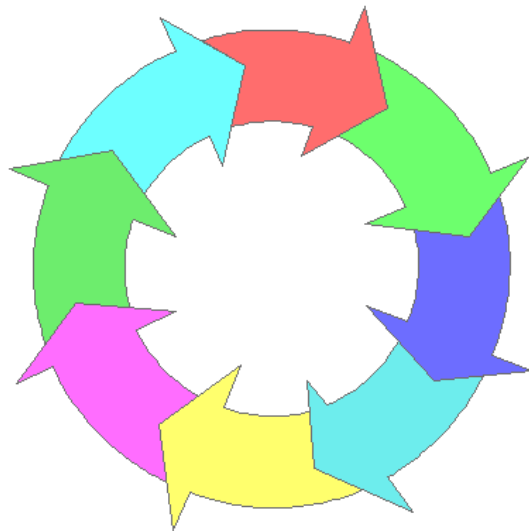
The assessment can cover a variety of factors that affect employment and the needs of the individual including:



- 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>

Permission for use of this publication in the development of this workshop was granted
by The National Assistive Technology Advocacy Project, A Project of Neighborhood
Legal Services, Inc., Buffalo, New York

Florida VR Handbook
www.rehabworks.org

Thank You!

2196 Main Street, Suite K, Dunedin, FL 34698

800-825-5736 or 727-523-1130

Email: fnd@fndusa.org

Web: www.fndusa.org