

## Iowa Unified State Plan Public Comments and Responses to Final Draft

Summary of Comment Received	Response
<p>Establish an Iowa Sector Partnership Leadership Council – Is it recommended that each region have a similar leadership council to guide implementation of Career Pathways within that region?</p>	<p>No change made. Sector Partnership training will be provided to regions as well as guidance by the core partners.</p>
<p>WIOA Title III (ABE, ESL, &amp; GED) This bullet point should reflect the fact that GED is no longer used in Iowa. It should read: WIOA Title II (ABE, ESL, and HSED)</p>	<p>Change made in plan.</p>
<p>Of those that were enrolled in 2015 and federally reported, 50 percent were female and 35 percent self-identified as... Will local plans also need to provide this demographic data for AEL participants in each region? (as well as completer and persister information as in the next section?)</p>	<p>No change made. Regional plans will be required to provide needs assessment as outlined in the application.</p>
<p>14 percent some college credits that have market value including noncredit courses with market value.  What is meant by "college credits that have market value"? Can this be clarified or illustrated with an example?</p>	<p>Change made in plan. Clarification is made.</p>
<p>The federally-funded adult education and literacy programs administered by the Iowa Department of Education (IDOE) Division of Community Colleges provide lifelong educational opportunities and support services to eligible participants. [...] Iowa’s adult education and literacy (AEL) programs are delivered through the state’s 15 community colleges. By improving the education and skill levels of individual Iowans, the programs enhance the competitiveness of state’s workforce and economy.  In regard to the second to last sentence here, should this even be mentioned since the federal AEL funds will be open to the RFP process?</p>	<p>No change made. This is the current practice and addresses the partnership between adult education and continuing access to training.</p>
<p>Through instruction in adult basic education (ABE), adult secondary education (ASE) and English as a Second Language (ESL), programs help</p>	<p>No change made. The levels are explained in another area of the plan.</p>

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<p>learners to:</p> <p>The difference between ABE and ASE might need to be clarified here (in relation to the education level each indicates), unless this is explained in more detail somewhere else in the plan.</p>	
<p>Page 58—When standing committees of the state board are established, will there be representation included from WIOA core and required partners?</p>	<p>Change made to the plan. Clarify the core partner’s membership on standing committees to the state board.</p>
<p>Page 59—What funding streams will be used to create the operations team and what will the impact be on local regions as a result?</p>	
<p>Pages 61-63—I agree that adult education serves an important role in the delivery of services in the new WIOA system. Distance education and digital literacy are two important elements for learners to be better prepared for future jobs. How will these efforts be funded, or what programming will adult education have to change to meet these requirements? As the unemployment rate continues to decrease, those entering our doors have more and more barriers to employment, as well as lower skill levels. Also, will every student be required to enter a career pathway, or will there be options for students to pursue traditional programming? My concern is that we begin to track students and only focus on integrated approaches to learning. This would create staffing challenges, as you would have to have multiple levels of classes in multiple career pathway areas. We look forward to the opportunities WIOA will provide for expanded service opportunities for learners.</p>	<p>No change made. Professional development, training and guidance will be provided.</p>
<p>Page 73—will the web portal being developed also include curriculum resources for programs to implement career pathway programming?</p>	<p>Change made to the plan. Clarify future development of web portal.</p>
<p>Page 79—While there is discussion in the document and in the legislation on a one-stop system, the document references one-stop centers and the idea that core partner services will be delivered at each location. Some one-stop centers are currently not large enough to have the capacity for</p>	<p>Change made to the plan. Concur with the need to clarify the language between center and system throughout the document.</p>

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<p>all core partner programs.</p>	
<p>Page 100—In the WIOA information from the federal government, there was discussion on having regional performance levels that took into effect a variety of factors. Will the state look at that when it comes to performance metrics for programs, or will local areas be expected to meet statewide performance measures?</p>	<p>No change made. Additional guidance on regional performance will be offered after negotiation of state levels.</p>
<p>Page 176—I applaud the efforts to align correctional education performance measures to those of the adult education and literacy system. What is the expected timeline for completion, as currently the DOC and DOE measures are not in alignment. Page 177—Would it be better to say prisons instead of full-service jails? I’m not certain the full service jail portion is accurate. Not all jails are served so this wording seems incorrect. Also, under state correctional institutions it mentions the US department of corrections and it seems like that should be Iowa Department of Corrections.</p>	<p>Partial change. Page 177 will be clarified to identify Iowa’s correctional locations. Alignment will be assessed throughout the period of the plan.</p>
<p>Middle-skilled occupations are those that require education, experience, or training beyond high school but typically less than a bachelor’s degree. Acceptable credentials, education or experience include:</p> <p>This section of acceptable credentials for middle-skilled occupations should be expanded to include Industry-recognized certifications that can be obtained through experience and/or training from private education companies specializing in that field. Information Technology (IT) is a great example of an industry that has many levels of post high school, widely recognized certifications that are highly valued by potential employers.</p>	<p>Change made to reflect the following addition to the wording:  “These skill categories reflect only average skill demands within broad occupational categories. Some detailed occupations within the technical and managerial categories require less than a bachelor’s degree, some in the middle categories might require only high school, and some in the service category may require more than high school.”</p>
<p>Although Iowa has not utilized certificates to the extent other states have, it ranks seventh nationally in the share of certificates that provide a substantial return on investment. Three out of five certificate holders in Iowa earn at least 20 percent more than the average high school graduate, compared to half of all certificate holders who meet this threshold nationally.</p>	<p>The criteria for becoming an Eligible Training Provider is being reviewed and updated based on data-informed recommendations for best practices and this information will be available as updates to becoming an eligible training provider are approved.</p>

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<p>Appears to me that Iowa is behind in this area and should be involving more private education companies, who are typically providing this training, in formulating strategies, setting goals and allocating funding for this segment...especially since the next paragraph of this plan says that certificate holders are more likely to be employed than workers without certificates - 81% vs 57%.</p>	
<p>During the 2013 legislative session, the Iowa Legislature made an historic investment in a portfolio of education, workforce development, job training and adult literacy programs designed to address Iowa's growing shortage of skilled workers and to increase the capacity of the workforce delivery system within the state.</p> <p>Reading this paragraph and the ones that follow it, I could not identify any areas where private education companies with specialized training for industry recognized certifications is included. Please help me understand why not.</p>	<p>The criteria for becoming an Eligible Training Provider is being reviewed and updated based on data-informed recommendations for best practices and this information will be available as updates to becoming an eligible training provider are approved.</p>
<p>However, the group's work was not industry-led and sector strategy work must include key industry sector representatives to gain the necessary long-term buy-in and commitment for sustained success. After further collaboration with Iowa's employers is completed, then the long-term structure and commitment to drive sector partnerships and career pathway work will be clarified – and that structure may vary across industries.</p> <p>Is this paragraph, and the following items (1) through (4), the part of the plan that identifies a future process for identifying and engaging with key Partners such as private education companies who can help improve access to post secondary credentials? Great to see. How can I provide input to that effort?</p>	<p>Any individual or organization wishing to provide input may do so by providing a written statement to any of the Core Partner agencies or appropriate workgroups/subcommittees.</p>
<p>1-Page 82-paragraph 5 I'd recommend removing "workforce Innovation and Opportunity Act" with "Title I". It gets confusing to call A/DW/Y</p>	<p>Changes to plan in progress.</p>

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<p>services as WIOA. I'd just comment that the state may want to review document for other places where A/DW/Y gets called WIOA and consider changing to Title 1 or A/DW/Y.</p> <p>2-Page 107-paragraph -bulleted list. Remove 'food assistance employment &amp; training'. This system is no longer used for tracking with that program. Change 'workforce Innovation and Opportunity Act' with 'Title I' Thanks!</p>	
<p>The Value Stream Mapping team identified strengths and weaknesses associated with the planning partners and prioritized key elements that would highly impact jobseekers. These elements were prioritized to allow for a more focused approach to planning. The team also developed a method by which to rank the level of difficulty in completing the activities needed to move identified tasks forward.</p> <p>It would be very helpful to be able to review the outcome of the Value Stream Mapping activities and allow for wider community input beyond the workgroup who participated in the process. The current plan does not provide any specifics, so it is difficult to assess what was identified as key strengths and weaknesses in the system and review the priorities that were developed as a result of this work. It is concerning that Special Education is not represented under the Dept. of Educ. Special educators &amp; transition specialists are key partners when considering youth with disabilities and assessing strengths and weaknesses of the Workforce Development Activities in serving this population.</p>	<p>Additional informative language adds to plan.</p>
<p>FY 2014 annual reports for five of these programs can be accessed at the website below:</p> <p>This link does not connect you to the 2014 annual reports. It would be helpful to know how the Workforce Training and Economic Dev Fund has served Iowans with disabilities and what outcomes have been realized as a result of the investment in the various programs. It would be valuable to ask if and how these programs are serving Iowans with disabilities with acquiring skills and demand industry credentials.</p>	<p>This information has been removed or updated for the final plan.</p>

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<p>See attached: Benefits Planning, asset development, etc.</p> <p>A robust plan for the inclusion of benefits planning, financial planning and asset development important for recipients of public assistance.</p>	<p>Further clarification regarding benefits planning, asset development, etc. provided directly in the plan.</p>
<p>See attached: Special Education Services</p> <p>Absence of discussion of the inclusion and role of Special Education services and program descriptions.</p>	<p>Further clarification regarding special education services provided directly in the plan.</p>
<p>See attached: Inclusion of Iowans with Disabilities receiving employment services funded by Medicaid services</p> <p>Inclusion in the Unified Plan of Iowans with Disabilities receiving employment services funded by Medicaid, the following is the language in the law and in the proposed regulations that made me think something was missing from the draft unified plan.</p>	<p>Correction(s) made to the plan.</p>
<p>Activities to support career pathways strategies will be the development of an interagency definition of "self-sustaining employment." Workforce delivery systems will work in concert to provide workers with the skills, work-based learning opportunities, resources, accommodations and supports needed through the systematic development of career pathways for in-demand industries. ALL Iowans will have access to the occupational and training resources and skills needed to work to their fullest potential and to secure and maintain self-sustaining employment.</p> <p>This is well said. What will be the challenge will be actual implementation. Iowans with disabilities, especially individuals with more significant disabilities, would greatly benefit from being engaged in career pathways. It is important to recognize that it isn't necessary for everyone to participate in the "same way" to gain the benefit of services. It will take active work to support an array of service delivery options to serve a diverse customer base.</p>	<p>Agreed.</p>

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<p>An accessible data collection effort will streamline data collection processes, increase efficiency throughout the workforce delivery system, and aid in accurate performance measurement for decision-making. The state will work to minimize the participatory burden to an accessible system through the creation and implementation of a common intake and reporting system among Core Partners and relevant agencies. A robust policy will be adopted to ease transitions within and across systems and programs using a referral process that allows for direct connection by and between key agency staff, and holds agencies accountable for assisting workers in achieving success and making it easier for job-seekers to navigate the system.</p> <p>There has been work occurring across the state related to the development of a state-wide data measurement system. It is recommended that WIOA data collection efforts be tied to other efforts happening in the state. This would include a wider network of partners, including MH/DS regions, Iowa Medicaid data, etc... Let's collaborate on this effort.</p>	<p>Developing and implementing an accessible, multi-agency data collection effort will be an ongoing, collaborative and evolving process.</p>
<p>Planned membership includes broad education, vocational rehabilitation, workforce development, economic development and business and industry association representatives.</p> <p>It would be beneficial to include special education and AEA representation on the Council. They are a critical partner in addition to IVRS/IDB when considering youth with disabilities.</p>	<p>“Broad education, ...” is intended to include all appropriate education agencies.</p>
<p>Currently, Iowa’s State Board does not have standing committees to assist in their efforts to formalize a structure to engage partners and stakeholders in Iowa’s workforce development system. The State Board will add standing committees to ensure a higher standard of state board functioning. The standing committees will be required to hold regular meetings and to report to the State Board on a regular basis. Once established, the committees will be charged with the following tasks:</p>	<p>Work groups met consistently, at times using trained facilitators in the process to assist in the communication among those involved.</p> <p>Furthermore, it is agreed that workgroups shall continue to represent a diversity of stakeholders which extend beyond core/required partners.</p>

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<p>It is encouraging to hear that standing committees are still being determined to support implementation of the unified plan. It is my understanding that up to this point, work groups met very inconsistently and there wasn't always follow-through on the work. I would recommend that work groups have a clear mission, connect/communicate with one-another, and have a trained facilitator to assist with the process. I would also encourage that workgroups represent diverse stakeholders and go beyond core/required partners.</p>	
<p>Iowa Workforce Development (IWD) provides matching and analysis of student and program participant data to IWD's UI wage records for outcomes analysis. IWD uses UI wage record matching to evaluate workforce/education/training programs for providers that include state agencies, public, private, two-year and four-year institutions. IWD also uses the Wage Record Interchange System for analysis to capture data on students and participants who have left Iowa.</p> <p>It could be beneficial from a state systems standpoint to include Iowa Dept. of Education special education/transition services - and integrate Indicator 13 &amp; 14 data into the mix.</p>	<p>Agreed.</p>
<p>Designation of Local Board Members</p> <p>It would be beneficial to encourage and support regional boards with connecting to local resources related to serving under-served populations. The Iowa Coalition for Integrated Employment in collaboration with Employment First efforts in the state have diverse stakeholders from across the state working together to improve integrated employment outcomes for Iowans with disabilities. It would be beneficial to share promising practices, lessons learned, and TA resources with the local boards. This would include communicating that individuals with significant disabilities can work in the community at or above minimum wage and how regional boards can help facilitate making Iowa's workforce services and system available to all community members.</p>	<p>Agreed.</p>

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<p>Financial literacy education (FIN)</p> <p>Benefits planning should be available to youth with disabilities and should be combined with financial literacy. Youth and their families often don't understand the impact that work has on disability benefits. One-stop staff need to have a formal base understanding of general benefits planning. This needs to extend beyond staff just referring anyone who needs benefits planning to IVRS. This would also apply to serving adults w/disabilities.</p>	<p>Language from Iowa's Unified State Plan found under "Youth Programming" includes Financial literacy education (FIN).</p> <p>Additional language supporting FIN:</p> <p>"Create affordable options for workers to obtain education, training, skills, including personal, soft, and basic skills, and financial literacy, necessary to secure and maintain self-sustaining employment, and..."</p> <p>IVRS has a plan for benefits planning as described in plan.</p>
<p>The Iowa Coalition for Integrated Employment is a current initiative that brings together a diverse set of stakeholders representing all levels of service and interest in employment options for Iowans with disabilities. ICIE is the result of a five-year grant awarded by the Administration on Developmental Disabilities to Iowa's Developmental Disabilities Council.</p> <p>Please make a correction in the above section to "Administration on Intellectual and Developmental Disabilities".</p>	<p>Correction to be made.</p>
<p>ICIE includes a base consortium of representatives from the DD Council, the Iowa Department of Education, Iowa Vocational Rehabilitation Services, and the Department of Human Services to improve systems so that Iowa youth with disabilities have fully integrated and competitive work opportunities. The grant contracted with six demonstration projects in an educational environment, in addition to three demonstration projects in coordination with Iowa's Employment First initiative. The overall goal of ICIE has been to improve systems so that Iowa youth with developmental disabilities, including those with intellectual disabilities, have fully integrated, competitive work, regardless of where they live in the state. ICIE has been a key collaborator with innovative blending of funding to expand financial and technical assistance areas specifically related to Employment First and the delivery of supported employment services in Iowa. This is enhanced by a committed and diverse group of private, state and families of individuals with disabilities that make up the</p>	<p>Amendment made.</p>

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<p>Employment First Leadership Team in Iowa.</p> <p>Please make the following corrections: The grant contracted with five demonstration projects in an educational environment, in addition to coordinating resources with Iowa's Employment First initiative to support six community rehabilitation service provider demonstration projects. Change the word blending of funding to braiding of funding</p>	
<p>1) I manage a systems change project in Iowa called the Iowa Coalition for Integrated Employment. The project focuses on increasing integrated, competitive employment for Iowans with disabilities. The Coalition was formed in the fall of 2011 and is made up of over 210 diverse stakeholders from across Iowa who share the vision of increasing integrated employment outcomes. The Coalition has been engaged in a variety of efforts over the last four years working to align Iowa policies, practices, and funding with integrated, competitive employment expectations. The Workforce Innovation and Opportunities Act has a number of key components that create the potential for significant advancement in employment of Iowans with disabilities. The Coalition believes that WIOA creates an opportunity to build and strengthen partnerships as well as maximize Iowa's resources and services that support Iowa workers with disabilities access education, training, and support with obtaining employment and advancement in their careers. Coalition members are interested in assisting with the development and implementation of the Iowa WIOA Unified State Plan, so the plan effectively serves all Iowans. My hope is that key partners will take advantage of building on what we are learning and integrate it into WIOA efforts. 2) A partner that is missing in Iowa's plan is Iowa Department of Education, Special Education. Iowa's special education teachers, services and resources have a critical role in preparation, placement and support services that begin in early high school and result in uninterrupted transition to employment for Iowa youth with disabilities. The obligation of the general workforce system to serve youth with disabilities is emphasized within WIOA in multiple places. Iowa's special education services and programs need to be included in the planning and implementation of the Unified State Plan. 3) When the plan refers to serving Iowans with disabilities, it relies heavily</p>	<p>Comment forwarded to appropriate subcommittee(s) for additional consideration in planning efforts.</p>

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on IVRS for delivery of service and/or consultation with workforce partners on serving customers with disabilities. It is recommended that the Unified Plan identify additional strategies and solutions that illustrate how Iowa's workforce system and services will be prepared to serve Iowans with disabilities. It is recommended that all workforce partners build their overall capacity to effectively serve Iowans with disabilities and not solely rely on IVRS for training and technical assistance. 4) Workforce Center staff should have basic knowledge and expertise in general benefits counseling and asset development. When a situation arises that would require more extensive benefits counseling, a referral could be made to IVRS or Community Work Incentives Coordinators. 5) Iowa Medicaid Services is a primary funder of employment services for Iowans with disabilities. Iowa Medicaid and Mental Health/Disability Services within Iowa Department of Human Services should be included as collaborative partners who are working on improving employment outcomes for Iowans with disabilities in the state. They should be a part of the WIOA work, even if they are not required partners. 6) For successful implementation of Iowa's WIOA vision, it will take a change in how we are used to doing business. I hope to see an implementation plan that is inclusive of a wide array of stakeholders and supports the development of not only front-line Workforce Center staff, but partner leadership. I would like to see the proper support to carry the vision to the regional boards which will support local growth and change. As the draft plan continues to be refined, it would be advantageous to include a diverse group of stakeholders/experts in the area of disability as well as individuals and family members to be part of the plan refinement process (workgroups) and implementation/monitoring process (Regional Workforce Development Boards and/or specialized committees). There are a lot of specific details that need to be identified that will help guide the implementation of the overall objectives and activities of the plan. Inclusion of diverse stakeholders in the process could help with refinement of specific strategies and implementation. This needs to go beyond the current structure, makeup, and application of the WIOA workgroups to date. Thank you for your consideration of my suggestions. I would like to support the development and implementation process.

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<p>The VR portion lacks a statement of Purpose at the beginning of the plan.</p>	<p>Agreed. The Unified Plan is designed so that all partners have the same purpose, goals, objectives and measures. IVRS does have a mandated federal legislative purpose and it will be further clarified in the plan.</p>
<p>Waiver of State-wideness outreach to community rehabilitation provider (CRP) job candidates.          “IVRS will provide outreach and training to individuals receiving services in segregated facility based employment settings over the next four years – explain how outreach and training will occur.”</p>	<p>Agreed. Will expand comments in plan. Change made in plan. Change made to the plan. Clarify the core partner’s membership on standing committees to the state board.</p>
<p>Discuss Project Search and TAP growth and how it will help with segregated employment.</p>	<p>These are collaborative employment projects requiring the partners to agree to the development. Multiple funding and contract arrangements need to be in place as well as staff responsible for implementation and monitoring. It is difficult to project where the growth areas will be based upon the diverse needs of our community partners. In addition, continued development of those projects is dependent upon the financial support of partners. Existing programs provide occupational skill and work readiness strategies in community integrated settings providing options and informed choices for all participating job candidates. We currently have five Project Searches with plans to expand to three more by fall of 2016. TAPS expansion will include three more by fall of 2017.</p>
<p>Cooperative Agreements</p> <p>How will CA be strengthened?</p> <p>“State in appendix the types of Cooperative Agreements and the scope of what those agreements are          Include Copy of IVRS Menu of Services (link to web site)          Plan states counselor and job candidate refer their questions and service requests to the CRP, which determines if it has the capacity to provide answers and work in partnership with the counselor and job candidate. A team meeting occurs to discuss the plan for SES delivery - need to explain what occurs if the CRP can’t provide appropriate services or if it continues to operate as a segregated placement</p>	<p>IVRS has a number of cooperative agreements with staff and other agencies. The cooperative agreements express how the work will be done, the financial obligations, and the methods to mediate disputes. The “agreements” with the community providers and what it entails can be reviewed on the IVRS website, under community partners, Menu of Services manual, which details how we provide services to the most significantly disabled population. The latest manual is on the website. The MOA with Medicaid details which organization pays what for which service. The MOA is also available on the website under the Partners Link.</p> <p>It is not believed that the Unified Plan requires all of this information to be replicated in this document, but the information is readily accessible</p>

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<p>Attach MOA's: IVRS, IDB will collaborate with Medicaid, DD and mental health. How do agreements advance employment and economic wellbeing for individuals served, what are referral processes</p> <p>Share data sharing agreements</p> <p>Ensure how we transition from short term supports to long term supports and how it will monitor agencies using IVRS funds to procure appropriate long term employment.”</p>	<p>through the web site.</p> <p>IVRS has provided responses to the long-term support question as outlined in the MOA and our service process with community providers. This is also identified in the Individual Plan of Employment addressed with each eligible job candidate.</p> <p>IVRS has not financially supported segregated employment options for over sixteen years. All current service delivery occurs in community integrated settings.</p> <p>CRP's accept referrals to provide Supported Employment services and supports in community integrated settings. If they choose not to do that, IVRS finds another provider willing to provide the necessary services and supports.</p> <p>Service agreements and IVRS programming are designed to focus on employment goals in competitive integrated settings. Reader is referred to Employment First literature outlined in Plan for support of community integrated employment. Data sharing agreements are being developed as part of Unified State Plan efforts. IVRS, the Department of Education and IWD have been partners at the table attempting to match and develop systems consistent with WIOA goals/objectives and continue to work through state/federal and individual program barriers to make this happen.</p> <p>All contracts and service agreements are monitored for both program and fiscal compliance.</p>
<p>Coordination with Education Officials</p> <p>How will WIOA be implemented within schools? What about the needs of those with MSD? How to develop pre-employment services for students in transition and prevent inappropriate placement in sub minimum wage outcomes.</p> <p>Discuss Section 511 . Attach MOA with DE. How will activities be coordinated in next four years specify future goals strategies?</p>	<p>The DE and IVRS have a working plan on how to support students to move into competitive integrated employment. Additional comments regarding IVRS service delivery on Section 511 will be added to the Unified State Plan for IVRS on Web site.</p> <p>Narrative of strategies outlined in plan will be expanded. Agreed on importance of questions asked.</p>

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<p>How do referrals occur to prevent pipeline to segregated employment? Pre-employment should promote readiness activities to prevent segregated employment. Clear commitment to embrace role as barrier to inappropriate placements by schools into segregated, sub minimum environments without appropriate initial steps. How will we address roles, workplaces within collaborative outcomes for students program, data collection with partners? How to assess and improve transition by using examples of current/past job candidates.</p>	<p>There is discussion in the plan regarding how core partners are working toward the data sharing dashboards and common elements of a computer system.</p>
<p>Cooperative Agreements with Non Profits</p> <p>Specify services take place in integrated settings. Specify how to assure utilization of best practices in delivery of employment services and supports and that services will be delivered by qualified personnel. How will these agreements will be reached in the future. IVRS states in the Plan that is not currently entering into these types of agreements when it already has contracts with dozens. What is the scope of those agreements?</p>	<p>Reader is referred to the IVRS website, Menu of Services. All services listed that IVRS funds are in the community in integrated environments. IVRS has not supported extended employment for 16 years and has not allowed IVRS staff to refer job candidates to extended employment for 16 years. The recommendations on future agreements is already in place in the Menu of Services Manual. IVRS also has standards in place on qualified personnel for the contracted providers. Data collection on that specific population is difficult as IVRS has not supported those services for quite some time. Iowa DHS and Medicaid have various data collection systems for those services and funding supports. The Unified Plan is focused on the core partners.</p>
<p>Arrangements and Cooperative Agreements for the Provision of SES</p> <p>Explain what we will do in next four years. How will we implement the lessons learned in ICIE? Specify data on SES outcomes for those currently working in segregated settings.</p>	<p>Service agreements are in place to support provision of Supported Employment Services. Integration of work from various federal initiatives, like ICIE, DEI, EF, are a work in progress, but partners are at the table attempting to discuss how this can impact future service delivery.</p>
<p>Coordination with Business</p> <p>How will it help those who work in sheltered workshops?</p>	<p>This will be added in plan.</p>
<p>Interagency Cooperation</p> <p>SILC, IL Centers - What will change?</p>	<p>This will be expanded in plan. SILC and IL both are under the Administration of Community Living and have their own State Plan identifying goals, measures and strategies.</p>

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<p>Shared Funding and administration of joint programs.</p>	<p>IVRS will support the One-Stop system consistent with the WIOA funding requirements, and IVRS provides in-kind support with staff assistance as stated in the plan.</p>
<p>Comprehensive System of Personnel Development</p> <p>How will VR staff be introduced to the medical and psychosocial aspects of various disabilities. How they will learn to tackle systemic and attitudinal barriers, and how they will equip themselves with the skills to facilitate lasting integrated employment for job candidates in the 21st century?</p> <p>How to create a consumer input component to address personnel development.</p> <p>Education and training of staff on tools necessary to assist clients in new employment practices, changes in employment projections for pwd, as well as the modern new job market and innovative job development activities. How to address benefits planning on a long term basis. Role of AT and how VR will increase familiarity training of staff to work with MSD and facility placement is no longer appropriate.</p>	<p>IVRS hires Master Degree Counselors. Internal and external training opportunities exist for staff. IVRS staff actively participate in current state training programs focused on integrated employment and 21st century skills. IVRS lost their Training Manager position due to retirement and changes in federal funding and will be identifying alternative ways to meet state-wide staff training needs in future planning. This will be added to the plan.</p> <p>Agreed.</p> <p>IVRS has a plan for benefits planning as described in plan.</p> <p>Will clarify in plan.</p>
<p>Statewide Assessment</p> <p>How will we provide individuals who are working at sub minimum wage with career counseling and information and referrals every six months of the first year and annually thereafter? Increase community engagement to connect with that population.</p> <p>Make clear integrated community employment is the benchmark in employment services. Recognize transition and how to help future generations avoid facility placement.</p> <p>5,855 individuals are eligible for services. How was this arrived? Who are we not serving? What are unmet needs. 6600 Iowans with disabilities receiving employment services from CRP- 74% in segregated settings. IVRS anticipates being able to serve up to 13,500 in FFY 16. How is this</p>	<p>Will add to plan.</p> <p>Data collected from federal reporting standards.</p> <p>Will clarify in plan.</p>

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calculated? How can you explain services? Identify Order of Selection.	
<p>State Goals and Priorities</p> <p>Recommended wording on goals: IWD, IVRS, DE, will increase the # of individuals moving from segregated employment settings to competitive integrated employment over the next four years. Furthermore, the core partners will collaborate with schools, area education agencies and the DE to provide transition services to all youth with disabilities that create opportunities for competitive integrated employment.</p>	<p>Good discussion points.</p> <p>See MOA for Governance Group supporting Employment First on IVRS website.</p>
<p>Order of Selection</p> <p>How do we intend to serve those receiving services in facility based employment and make these individuals a priority in the Order of Selection?</p>	<p>See earlier question/response on Section 511 and IVRS eligibility criteria outlined in plan.</p>
<p>ICIER - pg 257</p> <p>Please make a correction in the above section to "Administration on Intellectual and Developmental Disabilities".</p>	<p>Agreed.</p>
<p>pg 258</p> <p>Please make the following corrections: The grant contracted with five demonstration projects in an educational environment, in addition to coordinating resources with Iowa's Employment First initiative to support six community rehabilitation service provider demonstration projects. Change the word blending of funding to braiding of funding.</p>	<p>Agreed.</p>
<p>Respectability</p> <p>Jennifer Laszlo Mizrahi</p> <p>Performance Metrics</p> <p>We would add to this section the importance of tracking the labor force participation rate of people with disabilities as well as the inclusion of</p>	<p>Agreed. The Labor Force Participation Rate is a key statistic and we will work at integrating this conversation into on-going discussion.</p>

## Iowa Unified State Plan Public Comments and Responses to Final Draft

<p>LFPR as a demonstrable “outcome” of Iowa’s “system improvements expected with the WIOA Unified Plan.”</p>	
<p>Stigma Busting  Develop Communications Plan targeted at specific goals and audiences.</p>	<p>Great ideas and focused messages. IVRS supports the media campaign to reduce and eliminate the stigma that disability has attached to it. Current funding is not allocated to this effort as this would reduce monies expended in service delivery and potentially increase the waiting list. IVRS will continue to work with businesses to understand the skills and abilities that people with disabilities add to their workforce and the fact that many are highly educated. We also support continued testimonies from businesses on their experiences in hiring persons with disabilities.</p>
<p>Sector Strategies  Wide range of strategies identified and discussed.</p>	<p>Agreed. IVRS is in support of continuing to develop and provide STEMs and career pathway experiences to students in transition. We will continue efforts at moving forward the strategies identified and discussed. There are financial constraints associated with all program development and these issues are discussed through a budget team process on a monthly basis.</p>
<p>Disability Lens on Future Ready Iowa</p>	<p>Agreed. Positive steps have been taken to increase the presence of disability conversation in these efforts.</p>
<p>Disability Lens on Mental Health and Correction Systems</p>	<p>Agreed. Efforts and strategies will need to be increased highlighting collaborative efforts to create system change across programs.</p>
<p>Establish Iowa BLN</p>	<p>Excellent points and discussion. This will be considered in strategic planning discussions. All partners fully recognize the need to engage business in state plan discussions.</p>
<p>“Nothing About Us Without Us”</p>	<p>Agreed. Efforts are being made to consider workforce board participation. Actual voting membership does not restrict communication and visibility from interested participants.</p>

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Transportation	Partners fully recognize the importance of Transportation for economic development and employment purposes. Iowa has a State-Wide Transportation Coordination Council which is discussed in the State Plan.
Getting the word out on free assistance and resources	Agreed. We are attempting to increase presence/visibility and access through Web Site, Facebook and social media presence.
State Engagement to Build a Mentor System	Excellent idea and resources identified.
Build on Aging Workforce Partnering	Agreed.

Iowa is committed to the continuous improvement of workforce services throughout the state. Public comments were solicited throughout the planning process and were continually reviewed and addressed by the appropriate committee or group(s). Comments received independent of the public comment portal may not be shown here, but were considered and addressed by the appropriate committee or group(s).