



Integrated Resource Teams (IRT)

Bringing Resources Together
Using a Person Centered Approach



*Building a better economic future
for Americans with disabilities*



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CENTER ON DISABILITY STUDIES

What is an IRT?

- ▶ **An IRT is initiated on behalf of an individual with a disability who is experiencing multiple challenges to employment in order to address that one individual's specific needs.**
- ▶ The jobseeker is responsible for identifying his/her role on an IRT and contributing towards attaining the employment goal.
- ▶ The IRT brings together a team of diversified service providers, including community and partner agencies and Job Center programs, who work together with the individual job seeker to strategize on how services can be coordinated to reach and maintain an employment goal.
- ▶ This “team” approach can promote greater systems collaboration, increasing cross-agency education and accountability.
- ▶ All IRT members may collectively gain credit for the job seeker's employment outcome.

What an IRT *IS* & *IS NOT*...

- ▶ **An IRT is an approach used for an INDIVIDUAL job seeker.**
 - An IRT is *NOT* an interagency committee consisting of various disability/community agencies that focus on systems collaboration.
- ▶ **The main purpose of an IRT is EMPLOYMENT.**
 - The main purpose of an IRT is *NOT* resource mapping or to assist an individual to learn about various agency resources.
- ▶ **Customers who engage in the IRT approach under the DEI should be eligible and enrolled in some level of your system's services, such as WIA Intensive services**
 - Point to Remember: An IRT that has been initiated with a Job Center customer by a DRC is *NOT* an IRT under the DEI unless other workforce staff *in addition to the DRC* are at the table.

Who Participates on an IRT?

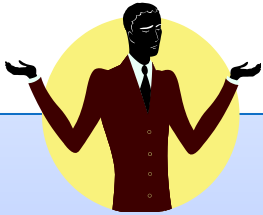
- ▶ An IRT may consist of members from a wide variety of community programs and service providers, including:
 - The Workforce Investment system
 - Mental Health
 - Vocational Rehabilitation
 - Independent Living Center
 - Programs for Deaf & Hard-of-Hearing
 - Commission for the Blind
 - Community Work Incentives Coordinator
 - Supported Employment Specialist
 - Housing Provider
 - TANF
 - Advocates /Friends of Job Seeker



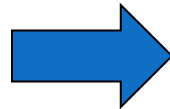
Goal of Introducing the IRT Model

- To enhance cross-agency collaboration and communication to better leverage available resources in a seamless way for an ***individual jobseeker*** with a disability.
- To increase enrollments in available workforce investment programs and enhance knowledge of available career options.
- To help the WIA system and partner agencies see the benefit of resource collaboration.

IRT Flow of Services

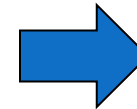


Career exploration
Identify goals and needs



**Active Resource
Coordination**

Resource Planning
and
Case management
of employment
plan

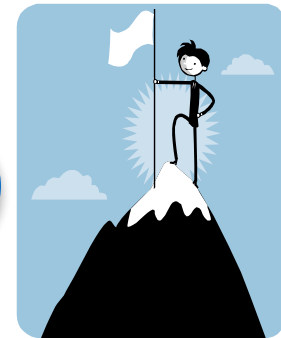


**Integrated Resource
Team**

Identify common goal,
lines of communication,
and sequence of services



Outcome



IRT Supports -- Active Resource Coordination

Breaking it down/Behind the scenes

Many Job Centers provide referral to additional services for their core and intensive customers. When determining if these referrals will successfully position a customer to engage in an IRT by providing Active Resource Coordination consider:

- ▶ Are referrals given before or after the development of an employment goal?
- ▶ Is communication between service providers considered the responsibility solely of the customer?
- ▶ Do your Case management staff have the authority to convene a meeting with multiple service providers?

IRT Supports



IRT Supports -- Career exploration

In order to approach multiple partners and reach consensus around a single employment goal the customer needs to determine an employment goal that is:

- ▶ Self determined
- ▶ Strength based
- ▶ Concrete enough to build a plan around, and
- ▶ Meets the outcome requirements of systems accessed

IRT Supports -- Career exploration

Breaking it down/Behind the scenes

Many Job Centers provide career exploration focused services for their core and intensive customers. When determining if these services will successfully position a customer to engage in an IRT consider:

- ▶ Are these services accessible to all customers, both programmatically and functionally?
- ▶ Do these services focus on identifying customer strengths (as opposed to barriers) and help a customer to understand their transferable skills?
- ▶ Will these services lead to the creation of living wage employment goals for all participating customers?

IRT Supports -- Career exploration example

Career Mapping Workshops:

- ▶ Used a strength based customized approach to career exploration.
- ▶ Was a process that assisted customers in determining a living wage employment goal based on their strengths and transferable skills.
- ▶ Included access to a resource planning meeting scheduled with the workshop facilitator after the workshop if the customer chose to do so.

IRT Supports -- Active Resource Coordination

Active Resource Coordination is:

- ▶ More than just referral to multiple service providers
- ▶ Helping a customer/WIA Staff to create a goal specific Resource Plan
- ▶ Directly assisting a customer/WIA Staff to convene, and negotiate with, multiple service providers to reach consensus around a shared employment goal and access needed resources from multiple systems
- ▶ Directly assisting a customer/WIA Staff to implement and monitor the employment plan, then to make adjustments as needed

Questions
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