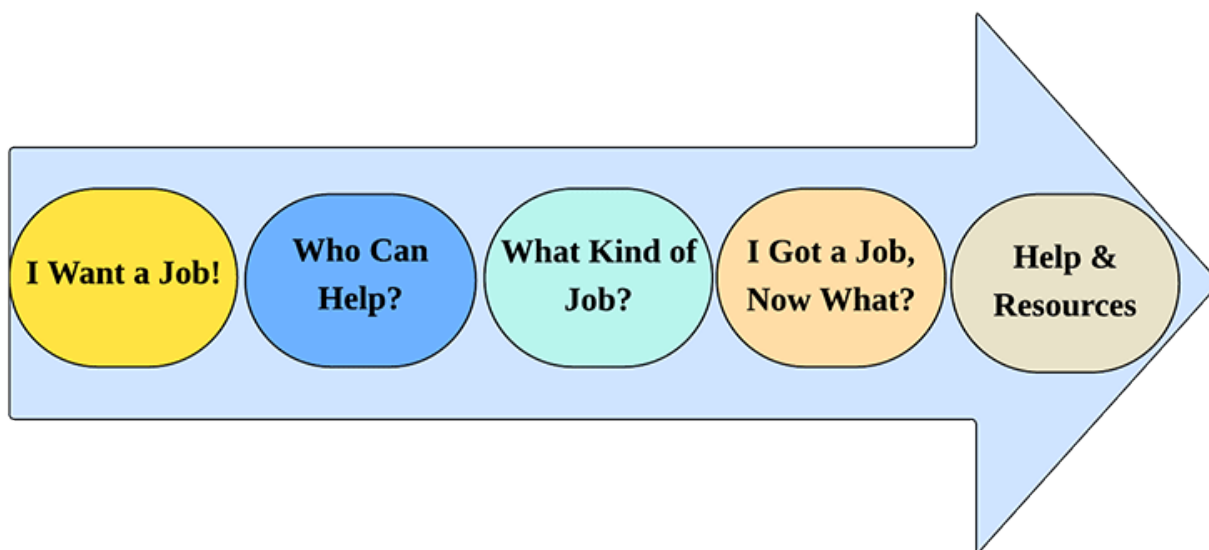


IRIS (Include, Respect, I Self-Direct) Process Model

This process model identifies the phases many job seekers will pass through when seeking CIE. It also includes the roles that members of the team will perform, what job seekers should expect from the different members of their team, and steps they can take to move toward the goal of Competitive Integrated Employment. A critical element of this process is collaboration between job seeker/legal supporters and outside agency representatives. The CIE process begins when a job seeker is ready to explore CIE. The CIE process identifies key points in a job seekers path to success. It is important to remember each job seeker's process is individualized to their goals, needs, and supports.



I Want a Job!

I know I want to work, what do I do next?

I can:

- Apply to DVR [Referral/Application](#) with assistance if necessary.

During this time my IDT staff:

- Helps me apply for DVR services.
- Talks about job interests, skills, and abilities.
- Joins my DVR employment team.

Who Can Help?

I am receiving long-term care and want to either explore employment or want a job. Who can help me?

Your IRIS consultant can help you by:

- Discovering your interest in working.
- Adding your competitive integrated employment (CIE) goal to your member centered plan (ISSP).
- Offering CIE exploration and job discovery activities.

What Kind of Job?

How do I find out which job is best for me?

I can:

- Do job seeking activities like job shadows and work experiences.
- Advocate during the development and review of my [Career Profile](#) and job development plan.
- Tell my employment team about issues that come up.
- Learn more about work incentive benefits.

During this time my IC staff:

- Helps me through the DVR process.
- Participates in DVR post-career-profile meeting.

I Got a Job, Now What?

I can:

- Help identify ongoing natural and paid support I need to become as independent as possible on my job.
- Advocate for myself during my DVR 60-day on-the-job meeting

During this time my IC:

- Participates in my DVR 60-day on-the-job meeting, when invited by me. Helps me create and update my ISSP within my budget.
- Documents my employment service support needs, including job coaching and transportation on my ISSP.
- Reminds me to report my wages to necessary agencies.

Help & Resources

If I need help what is available to me?

I can:

- Advocate for myself during my DVR before transition to long-term support meeting.
- Work with my employer directly to help me on my job.
- Talk with my service provider about work issues.
- Contact my IRIS consultant for job issues or additional support needs as soon as possible.

During this time my IRIS consultant:

- Can participate in my before transition to long-term support meeting, when invited, by me.