



# Project E3: Educate, Empower, and Employ

Vocational Rehabilitation Technical Assistance Center:  
Targeted Communities (VR-TAC-TC)

VA DARS E3 Influencers  
Session 5: September 15,  
2020





# VA DARS Project E3-Targeted Communities Rollout

## Unit 3: Part 2: Integrated Resource Team (IRT) Model - Process Mapping and Practice Exercises

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# Learning Objectives

- ▶ At the end of this training, participants will know/understand the following:
- ▶ Participants will engage in a guided process-mapping exercise to discuss flow of services and integration of IRT model
- ▶ Participants will engage in discussion and practice exercises that will allow them to practice the use of the IRT model.

# Agenda

- **Small Group Discussions**
  - Service Flow Walk-Through
- **Large Group Discussions**
  - Resource Needs Discussions
  - Active Resource Coordination
- **Small Group Exercise**
  - Case Scenario
- **Large Group Discussion**
  - Case Scenario Report Out

# Case Scenario 1

## Background

- ▶ 50 year old male
- ▶ Education - High School Graduate
- ▶ Employment History: Construction Work
- ▶ SSI Beneficiary
- ▶ Veteran

## Challenges

- ▶ Unemployed over a year: unsuccessful at obtaining employment after completing CDL training
- ▶ Ex-felon with drug/alcohol abuse
- ▶ Need extra supports and how to explain felony
- ▶ Physical Disability: Back problems and Hip replacement - too hard to stand long periods of time
- ▶ Once working: Did not turn in pay stubs to SSA resulting in overpayments
- ▶ Did not tell Social Services that he was working and still receiving food stamps

## Strengths

- ▶ Determined to succeed (acknowledged past mistakes)
- ▶ Very positive attitude

## IRT Members

## IRT Outcomes

# Case Scenario 2

## Background

- ▶ 24 year old female
- ▶ Education: High School Graduate/ CNA Certificate
- ▶ Employment History: Certified Nurse's Aid
- ▶ Mother of Two Children (Ages 2 and 4)
- ▶ Lives in Subsidized Housing (Section 8)

## Challenges

- ▶ Depression/Anxiety
- ▶ She has lost three jobs in the last two years because of depression, child care and transportation issues.
- ▶ Childcare
- ▶ Transportation
- ▶ Due to inconsistent income and insurance, she rarely can afford her medication which intensifies her symptoms, and isn't quite sure she has ever found the right treatment
- ▶ Poor Credit, Has used Payday Lenders in the past

## Strengths

- ▶ Does well managing Depression/Anxiety when on Medication
- ▶ Very positive attitude
- ▶ Excellent Student
- ▶ Wants to provide for her children
- ▶ Some family nearby

## IRT Members

## IRT Outcomes

# Case Scenario 3

## Background

- ▶ 39 year old female
- ▶ Education: Bachelor's Degree, Juris Doctorate
- ▶ Employment History: Lawyer
- ▶ Onset of Mental Illness occurred at age 29 but went undiagnosed for a period of time
- ▶ Following first job loss (age 30), went to work at a different firm, was fired after 18 months, at which time (age 32), she was diagnosed with Schizophrenia, received treatment and applied for Social Security.
- ▶ SSDI Beneficiary

## Challenges

- ▶ Has not worked in seven years
- ▶ Recently separated from Spouse and SSDI Income is not enough to live on
- ▶ Having trouble paying co-pays for medications which exacerbates her condition
- ▶ Has anxiety about returning to work related to loss of benefits
- ▶ Depressed about impending Divorce

## Strengths

- ▶ Knows what works best to help her remain stable in regards to her Schizophrenia (i.e. Medication, Therapy, Exercise, Consistent Sleep Routine etc.)
- ▶ Really wants to return to work
- ▶ Strong Educational Background

## IRT Members

## IRT Outcomes

# Case Scenario 4

## Background

- ▶ 18 year old male
- ▶ Education - High School Graduate
- ▶ Employment History: None paid, but helped out at camp with serving food
- ▶ SSI Beneficiary

## Challenges

- ▶ Just graduated
- ▶ Physical Disability: Blind
- ▶ Has no summer or after school work experience like his sighted peers so nothing to draw on

## Strengths

- ▶ Personable and enjoys being around people
- ▶ Committed to success
- ▶ Family support

## IRT Members

## IRT Outcomes



# Case Scenario 5

## Background

- ▶ 51 year old female
- ▶ Education - 8<sup>th</sup> grade HS drop out
- ▶ Employment History: Mostly with animals, kennel tech in boarding facility, some experience with horses.

## Challenges

- ▶ Fired from last two jobs
- ▶ ADHD. Depression and anxiety, but likely other undiagnosed mental health issues
- ▶ Received eviction notice
- ▶ Negative credit history with collections
- ▶ Recently took out a title loan on her car that is beyond her means to pay

## Strengths

- ▶ Working currently in retail (part time)
- ▶ Resourceful and seems able to find programs to help her meet basic needs through nonprofit and faith based organizations

## IRT Members

## IRT Outcomes

# Resources

- ▶ Ingram, B., & Kennedy, M. (May 2012). *Introduction to the Integrated Resource Team (IRT) Model*. Archived Webinar. Retrieved October, 2015.
- ▶ Ingram, B., & Ralston D. (April 2014). *Comprehensive Breakdown of the Integrated Resource Team (IRT) Model*. Archived Webinar. Retrieved October, 2015.
- ▶ Ingram, B., & Ralston D. (October 2015). *Disability Employment Initiative (DEI) Lessons Learned for WIOA: The Integrated Resource Team Approach for Populations with Multiple Challenges to Employment*. Archived Webinar. Retrieved August, 2018.
- ▶ Powis, N. (2017). *CT Integrated Resource Team Presentation*. Live Training PowerPoint. Retrieved July 2018.
- ▶ Under “**Related Content**”, the link below contains links to information and resources to assist with the understanding and implementation of the Integrated Resource Team approach. The IRT approach involves diversified service systems coordinating services and leveraging funding in order to meet the needs of an individual job seeker with a disability.

[https://dei.workforcegps.org/resources/2016/10/25/13/18/Integrated\\_Resource\\_Team\\_Information\\_and\\_Resources](https://dei.workforcegps.org/resources/2016/10/25/13/18/Integrated_Resource_Team_Information_and_Resources)

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