Illinois Theory of Change Model

| 8 | Context | Components | Connections | Infrastructure | Scale |
| --- | --- | --- | --- | --- | --- |
| **Activities** | * Adopted Employment First Legislation in 2013 and an Executive Order in 2021 * Pending legislation [HB793 HAM1](https://www.ilga.gov/legislation/fulltext.asp?DocName=10300HB0793ham001&GA=103&SessionId=112&DocTypeId=HB&LegID=142668&DocNum=793&GAID=17&SpecSess=&Session=) to phase out SWE by July 1, 2026 * Introduced [Bill SB3382](https://www.ilga.gov/legislation/BillStatus.asp?DocNum=3382&GAID=15&DocTypeID=SB&LegId=124997&SessionID=108&GA=101) for the Technology First Act in 2021 * Participant in the Employment First State Leadership Mentoring Program * Illinois Department of Human Services has two Olmstead related [decrees](https://www.dhs.state.il.us/page.aspx?item=98210#:~:text=Olmstead%20v.,of%20qualified%20individuals%20with%20disabilities.%22) and the Department of Aging has a third decree | **Participant-level** | * Create data sharing agreement between DRS and UIUC * Attend the CSAVR conference to promote SWTCIE Illinois * Execute contracts with all agencies providing implementation support * Plan meetings with statewide Work Incentive Planning and Assistance representatives * Establish statewide branded e-mail communication with special education directors * Present at the Illinois Transition Conference * Form network of peer and family mentors * Deploy hub for communication and data sharing with the six implementation sites | * Share SWTCIE Illinois agency progress and results on the designated website pages * Revise policies to allow 14(c) facilities to become VR contract providers * Embed ACRE trained specialists to promote educated CIE activities * Promote project through ongoing speaking engagements * Improve benefits planning process | * Use of comprehensive website with designated pages for each agency * Promote CIE, peer and family mentoring * Use SWTCIE website and the CoP as an ongoing means of sharing best practices to initiate replicable practices directed at embracing CIE statewide. |
| Supported employment, O\*NET, job exploration, postsecondary education, credentialing, work-based learning, transportation, assistance with obtaining Medicaid waivers, financial planning, accommodations, personal assistance services, peer and family mentoring, education, consultation, community integration, and social inclusion |
| **Provider-level** |
| TA for partners, ACRE trained specialists, labor market analyses, placement contracts, paths for providers to become approved VR agency contract holders, and a business model |
| **System-level** |
| Interagency collaboration, coordination, and partnering through a community of practice (CoP) |
| **Expected Outcomes** | * Sustained SWTCIE Illinois partnership model * Optimized CIE outcomes | **Participant-level** | * Sustain relationships from the CoP * Change perception with regard to CIE * Share efforts with statewide benefits planning | * Increase knowledge of CIE * Solicit input from the CoP * Equip project partners with new business models | * Standardized training and resources between state agencies * Established contracts with 14(c) facilities to become VR providers |
| Enroll 228 project participants (159 adults in SWE and 69 youth contemplating SWE). Among the 228 enrollees, 180 individuals will achieve CIE |
| **Provider-level** |
| Reduced waiver use by 14(c) certificate holders |
| **System-level** |
| Six 14(c) certificate holders will develop strong CIE programs and a sustainable infrastructure replicable by others to phase out SWE and the current business models of the 14(c) certificate holders. |
| **Expected Impacts** |  | **Participant-level** |  |  |  |
| Improved quality of life, increased economic self-sufficiency and independence, inclusion, equality, and integration |
| **Provider-level** |
| Embraced CIE and transitioned from SWE before July 1, 2026 |
| **System-level** |
| Fostered culture change to CIE and incorporated state-legislative policies that eliminate SWE |

ACRE= Association of Community Rehabilitation Educators; CIE= competitive integrated employment; CoP= community of practice; CSAVR= Council of State Administrators of Vocational Rehabilitation; DRS= Division of Rehabilitation Services; SWE= subminimum wage employment; TA= technical assistance; UIUC= University of Illinois Urbana-Champaign