

Illinois Theory of Change Model

	Context	Components	Connections	Infrastructure	Scale
Activities	<ul style="list-style-type: none"> Adopted Employment First Legislation in 2013 and an Executive Order in 2021 Pending legislation HB793 HAM1 to phase out SWE by July 1, 2026 Introduced Bill SB3382 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 and the Department of Aging has a third decree 	<p>Participant-level</p> <p>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</p> <p>Provider-level</p> <p>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</p> <p>System-level</p> <p>Interagency collaboration, coordination, and partnering through a community of practice (CoP)</p>	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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.
Expected Outcomes	<ul style="list-style-type: none"> Sustained SWTCIE Illinois partnership model Optimized CIE outcomes 	<p>Participant-level</p> <p>Enroll 228 project participants (159 adults in SWE and 69 youth contemplating SWE). Among the 228 enrollees, 180 individuals will achieve CIE</p> <p>Provider-level</p> <p>Reduced waiver use by 14(c) certificate holders</p> <p>System-level</p> <p>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.</p>	<ul style="list-style-type: none"> Sustain relationships from the CoP Change perception with regard to CIE Share efforts with statewide benefits planning 	<ul style="list-style-type: none"> Increase knowledge of CIE Solicit input from the CoP Equip project partners with new business models 	<ul style="list-style-type: none"> Standardized training and resources between state agencies Established contracts with 14(c) facilities to become VR providers
Expected Impacts		<p>Participant-level</p> <p>Improved quality of life, increased economic self-sufficiency and independence, inclusion, equality, and integration</p> <p>Provider-level</p> <p>Embraced CIE and transitioned from SWE before July 1, 2026</p> <p>System-level</p> <p>Fostered culture change to CIE and incorporated state-legislative policies that eliminate SWE</p>			

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