



# *FLORIDA Farmworker Jobs and Education Program (FJEP)*

FJEP Spring Quarterly Training – IEP Review  
Indian River State College, FL  
February 28, 2013



# Individual Employment Plan (IEP)

## CURRENT STATUS

- 86 % of IEPs in state are either incomplete or inaccurate
  - Major problems include:
    - Missing or insufficient support, education, or employment goals
    - Employment goals are not ‘outcome’ goals

# Individual Employment Plan

## SMART GOALS

- S - Specific
- M- Measurable
- A - Attainable
- R - Reasonable
- T - Timely

# Individual Employment Plan

## MOVING FORWARD

- Ensure IEP is an individualized strategic plan
- Ensure each IEP has at least one goal for:
  - Support (process goal)
  - Education (process goal)
  - Employment (outcome goal tied to O\*NET Code)
- Ensure all goals are S.M.A.R.T. goals

# Individual Employment Plan

## IEP Fix Strategy

- Develop statewide policy – April 1, 2013
- Ensure all new IEPs follow policy - Now
- Projects IEP fix plan – April 15, 2013
- All IEPs fixed – August 15, 2013