**Criteria for inclusion in the training cohort:**

* Must be DARS staff
* Self-selection for participation
* Office Manager or Unit Supervisor strongly encouraged to participate but must have at least one other staff (i.e. Counselor, Support Staff or Placement Counselor participate with them).
* Must include why they want to be part of this training cohort and why their office should be selected

**Expectations of participants:**

By committing to be involved in this training cohort, you will agree to the following:

* Commit to attend all 6 training module webinars.
* Commit to participate fully in the sessions, by engaging in any discussions and activities during the session, as well as reading materials and/or assignments given in between sessions.
* Commit to remain open-minded and ask questions when I learn something new or confusing.
* Commit to implementing at least one strategy shared through the training in my own community.

**Training Modules**

6 Sessions covering 4 Units delivered via Live Synchronous Virtual Sessions - 2 Hours per session with assignments in between sessions

**Unit 1: Intersection of Disability and Poverty**

**(DATE 7/28, 9:30AM-11:30AM)**

Training objectives:

1. Gain a better understanding of the prevalence of poverty among those who have disabilities.
2. Gain an understanding of how poverty can impact a consumer’s ability to participate in services.
3. Discussion centered on how to address barriers for clients experiencing poverty.
4. Gain an understanding of other service providers and organizations who serve those in poverty and learn how to engage in dialogue around the potential for shared clients.

**Unit 2: Part 1: Partnership Development: CBPR and Shared Consumers**

**(DATE: 8/4, 9:30AM-11:30AM)**

Training objectives:

1. Using the framework of Community-Based Participatory Research, participants will learn strategies for partnership development such as the use of advisory councils.
2. Participants will discuss how community partners share common clients and how they can work together to achieve common goals by learning more about one another’s agencies.
3. Participants will leave with a step-by-step plan for engaging community partners in their work with consumers with disabilities who are seeking employment.

**Unit 2: Part 2: Partnership Development: Community Academy**

**(DATE: 8/18, 9:30AM-11:30AM)**

Training objectives:

1. Introduction of Community Academy concept, logistics, and implementation for both an “in person” and “virtual” Community Academy
2. Participants will leave with step by step instructions on how to plan and carry out a Community Academy as well as tools, including a sample invitation, sample registration form, and suggested list of foundational organizations to participate, to support them in hosting their own Community Academy.

**Unit 3: Part 1: Introduction to Integrated Resource Teams**

**(DATE: 9/1, 9:30AM-11:30AM)**

Training objectives:

1. Participants will receive an overview of the Integrated Resource Team (IRT), including how this model braids and leverages resources across community agencies.
2. Participants will learn the differences between the different phases of the IRT model such as Active Resource Coordination (ARC), and the Integrated Resource Team (IRT) Meeting as well as how and when each can be used with consumers.

**Unit 3: Part 2: Implementing: Integrated Resource Team**

**(DATE: 9/15, 9:30 - 11:30AM)**

Training objectives:

1. Participants will engage in a guided process-mapping exercise to discuss flow of services and integration of IRT model
2. Participants will engage in discussion and practice exercises that will allow them to practice the use of the IRT model.

**Unit 4: Community Financial Empowerment**

**(DATE 9/29, 9:30AM-11:30AM)**

Training Objectives

1. Participants will gain an understanding of why addressing a client’s financial picture is critical to the client’s long-term success
2. Participants will receive an overview of VA’s Financial Health assessment and the CFPB’s Your Money Your Goals toolkit and Disability supplement guide and how to use those tools with clients they serve.
3. Participants will learn about additional programs related to anti-poverty work and where they can find those programs in their communities.

The sustainability plan for the VA TC-TAC project included a desire to share the project's emerging promising practices with members of DARS across the state. Due to COVID-19 the training effort had to be redesigned to be delivered virtually. As a result, the training took place over the course of 6 two hour sessions that included 4 separate units. The cohort consisted of 33 participants which included two district directors, 3 local office managers and 26 staff comprising VR Counselors, Job Placement Counselors and VR Support Staff as well as the Deputy Director of Workforce Programs.