Project FRIST will develop an innovative in-service training program

Data-driven: In collaboration with participating state VR agencies and CRCC, we will use database techniques to link VR counselor/Pre-ETS specialist data with youth clients with IDD data on a large scale. We will then determine significant VR personnel competency areas and other influential factors associated with successful employment outcomes of youth clients with IDD using conventional statistical modeling and stakeholders' inputs.

Outcome-based: This Project changes the in-service VR personnel training paradigm from the Role and Function Model to the Outcome-Based Model (based on employment outcomes of VR clients).

Evidence-based: We integrate a Stepped Wedge Cluster Randomized Trial to evaluate training effects in a large-scale replication study, and social network analysis to describe the network structure of VR coordinated teams and evaluate teaming performance outcomes.

Technologically enhanced: We use enhanced technology to develop and implement online training modules and interactive web-based webinars by adopting an innovative team training approach.

Culturally sensitive: In developing and implementing training modules, we consider the importance of multiple cultural factors in the VR service delivery process to meet the unique needs of youth clients with IDD to pursue competitive and integrated employment.

The refined in-service VR personnel training modules can be further developed into a certificate program with a focus on transition-age youth with IDD delivered by university academic programs and state VR agencies for dissemination and replication.