

**2015 State Plan Recommendation Development  
Conceptual Themes**

<b>2012 State Plan Recommendation Themes</b>	<b>2013 State Plan Recommendation Themes</b>	<b>2014 State Plan Recommendation Themes</b>
<ul style="list-style-type: none"> <li>• Supported Employment</li> <li>• Engaging School Districts</li> <li>• Certification and &amp; employee retention</li> <li>• Order of Selection</li> </ul>	<ul style="list-style-type: none"> <li>• Order of Selection</li> <li>• Federal Performance Indicators</li> <li>• Career Service Personnel Development</li> <li>• Budget</li> <li>• Outreach</li> <li>• National Involvement</li> <li>• Process Development</li> <li>• FRC Membership</li> </ul>	<ul style="list-style-type: none"> <li>• Transition</li> <li>• Customer Services</li> <li>• Order of Selection</li> <li>• Supported Employment</li> <li>• Public comment</li> <li>• VR Communications and Collaboration with FRC and Stakeholders</li> <li>• Outreach</li> <li>• Counselor Recruitment and Staff</li> <li>• National Involvement</li> <li>• FRC Membership</li> </ul>

<b>2013-2014 Council Areas of Inquiry/ shared focus</b>	<b>2013-2014 Areas of Public Input*</b>
<ul style="list-style-type: none"> <li>• Supported Employment</li> <li>• American Indians</li> <li>• Transition</li> <li>• Business Leadership Networking</li> <li>• Partnerships</li> <li>• Outreach</li> <li>• Personnel</li> <li>• Counselor Turnover</li> <li>• Information and Referral</li> <li>• Order of Selection</li> <li>• Federal Indicators</li> <li>• FRC membership</li> <li>• Accessibility</li> <li>• Process</li> <li>• Sharing of information</li> <li>• Contracting</li> <li>• Assistive Technology</li> <li>• Legislative</li> <li>• Strategic Planning</li> <li>• Needs Assessment</li> <li>• Budget</li> <li>• Wait List</li> <li>• Administrative hearings</li> <li>• Governor Appointments</li> <li>• Training/Learning management System</li> <li>• National Involvement</li> <li>• VR Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Quality of Counseling</li> <li>• Delivery of Services</li> <li>• Counselor Turnover</li> <li>• Problems with VR and University</li> <li>• Told cannot pursue personal area of interest</li> <li>• Poor Communication</li> <li>• Counselor Issues</li> <li>• Service Delivery problems</li> <li>• Appreciation</li> <li>• General Inquiry</li> <li>• Promptness</li> <li>• Returning Calls</li> <li>• Keeping in Contact</li> <li>• Customer drop</li> <li>• Individualized Plan for Employment Tracking</li> <li>• Wait list</li> <li>• Autism</li> <li>• Need for IPE in Spanish</li> <li>• Supported Employment and Phase 2 funding</li> <li>• Services for Hard of Hearing</li> <li>• Small Business development</li> </ul> <p>*Communications, Ombudsman's Office, Public Forums, Customer Satisfaction Survey</p>