



## Individualized Learning Plan Resource Guide

In 2008, the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) commissioned the National Collaborative on Workforce and Disability for Youth (NCWD/Youth) to begin a multi-year, multi-method investigation into the nature and promise of Individualized or Personalized Learning Plans (ILPs). Beginning with 14 schools in four states (Louisiana, New Mexico, South Carolina and Washington), this research began by conducting focus groups, surveys and interviews with educators, parents and students about their experiences in using ILPs. The ILP research continues and more recent investigations have included a 50-state analysis of ILP legislative policies and interviews with state and district officials regarding the trends and challenges of implementing ILPs. ODEP sponsored ILP resources can be found at [ILP Information](#) and <http://www.dol.gov/odep/ilp/map/>.

This ILP Resource Guide is divided into the following sections: (a) Communication resources for introducing the nature and value of ILPs to a range of stakeholders; (b) resources to support districts and school level ILP implementation; (c) resources to support state leaders in designing large-scale ILP implementation; (d) other resources to support career development communication and implementation efforts.

**About the NCWD/Youth.** NCWD/Youth assist state and local workforce development systems to better serve all youth, including youth with disabilities and other disconnected youth. The NCWD/Youth, created in 2001, is composed of partners with expertise in education, youth development, disability, employment, workforce development and family issues. Funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), the NCWD/Youth is housed at the Institute for Educational Leadership's Center for Workforce Development in Washington, D.C. NCWD/Youth offers a range of technical assistance services to state and local workforce investment boards, youth councils and other workforce development system youth programs. NCWD/Youth partners with a range of organizations in conducting its technical assistance and outreach efforts.

These organizations include Boston University's School of Education, Institute for Community Inclusion at the University of Minnesota, the National Association of Workforce Development Professionals and the PACER Center.



## **Resources for Communicating the Value and Promise of ILPs**

### **ILP Fact Sheet: [Layout 1 \(bu.edu\)](#)**

*One page handout to share with educators, parents and other stakeholders. Feel free to cut and paste information into your newsletters and related communication materials. We just ask that you reference NCWD/Youth as the source.*

### **Planning for Life After High School: [Planning for Life After High School \(Opinion\) \(edweek.org\)](#)**

*This Education Week Commentary (Feb. 25, 2014) describes the value and promise of ILPs to educators and the general public.*

### **Kick Start Your ILP (for Youth): <http://www.dol.gov/odep/ilp/kickstart.htm>.**

*This resource was designed by ODEP to support the introduction of ILPs to middle and high school youth.*

### **Understanding the New Vision for Career Development: The Role of Family: [Understanding the New Vision for Career Development: The Role of Family | Center for Parent Information and Resources \(parentcenterhub.org\)](#)**

*This brief introduces three career development skills – self-exploration, career exploration and career planning and management – and describes how ILPs facilitate the development of these skills.*

### **Using Individualized Learning Plans to Increase College and Career Readiness for All Students:**

[Using Individualized Learning Plans to Produce College and Career Ready High School Graduates | Advance CTE \(careertech.org\)](#) Webinar Presentation, May 16, 2013 - Powerpoint PDF introduces the evidence base supporting the value and promise of ILPs.

### **The Nature and Use of Individualized Learning Plans as a Career Intervention Strategy:**

<http://www.ncwd---youth.info/external--->

[link?url=http://jcd.sagepub.com/content/early/2011/04/26/0894845311414571](http://jcd.sagepub.com/content/early/2011/04/26/0894845311414571)

*Article describing the nature of promise of ILPs. Reference: Solberg, V. S., Phelps, L. A., Haakenson, K. A., Durham, J. F. & Timmons, J. (2012). The nature and use of individualized learning plans as a career intervention strategy. *Journal of Career Development*.*

### **Quality Learning Experiences, Self-Determination and Academic Success: A Path Analytic Study Among Youth with Disabilities: [Quality Learning Experiences, Self-Determination, and Academic Success: A Path Analytic Study Among Youth With Disabilities - V. Scott Solberg, Kimberly Howard, Stephen Gresham, Erik Carter, 2012 \(sagepub.com\)](#)**

*Empirical study demonstrating how access to Guidepost related experiences impact academic and social/emotional development through the development of self-determination skills. Reference: Solberg, V. S., Howard, K. A. S., Gresham, S., & Carter, E. (2012). The impact of quality learning experiences on self-determination skills: A path analytic study among students with disabilities. *Career Development for Exceptional Individuals*.*

**The Nature of Individualized Learning Plans & Their Promise in Supporting College and Career Readiness:** [The Nature and Use of Individualized Learning Plans as a Promising Career Intervention Strategy — Experts@Minnesota \(umn.edu\)](#) Recorded webinar (transcript available) describing the evidence base for the value and promise of ILPs.

**The Use of Individualized Learning Plans to Help Students to be College and Career Ready:** [Forum-Brief-IEL-Done.pdf \(aypf.org\)](#) Describes the evidence base and state implementation experiences. Capitol Hill Forum on Feb. 15, 2013, hosted by the American Youth Policy Forum (Forum Brief by AYPF and power point presentations available online).

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## **Resources to Support Districts and School Level ILP Implementation**

**ILP How-to Guide:** Promoting Quality Individualized Learning Plans: A "How to Guide" Focused on the High School Years - [Promoting Quality Individualized Learning Plans Throughout the Lifespan Guide 2.0.pdf \(careertech.org\)](#)

*This "How-to Guide" provides detailed ILP implementation strategies for districts and schools*

**Social-Emotional Learning (SEL) and Personalized Learning:** [Strategies for Integrating SEL and Personalized Learning \(knowledgeworks.org\)](#) Four strategies to promote college and career readiness.

**Understanding the Role of Individualized Learning Plans in Transition Planning for Youth with Disabilities -** [Understanding the Role of Individualized Learning Plans in Transition Planning for Youth with Disabilities | Center for Parent Information and Resources \(parentcenterhub.org\)](#)

*This brief describes the relationship between the ILP and Individual Education Plan*

**Families and College and Career Readiness: What Schools Can Do to Engage Families in the Individualized Learning Plan (ILP) Process**

[Info Brief: Families and College and Career Readiness: What Schools Can Do to Engage Families in the Individualized Learning Pan \(ILP\) Process | Center for Future Readiness \(bu.edu\)](#) Brief that can be handed out to families or information can be used in newsletters or other communications. We ask that you reference NCWD/Youth as the source.

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## **Support for State Leaders in Designing Large-Scale ILP Implementation**

**ILP Policy Map** [State Policies | U.S. Department of Labor \(dol.gov\)](#) Interactive overview of ILP policies in all 50 states.

**Using Individualized Learning Plans to Produce College and Career Ready High School Graduates -** [Developing College and Career Readiness through Individualized Learning Plans | College and Career Readiness and Success Center \(ccrcenter.org\)](#)

*This policy brief describes strategies for state-wide ILP implementation based on interviews with state and district. Many states are using the brief to guide the development of their implementation efforts.*

**Policy Insights from Analysis of Four States Engaged in Individualized Learning Plans -** <http://epaa.asu.edu/ojs/article/view/921>

*Published article: Phelps, L. A., Durham, J., & Wills, J. (2011). Education alignment and accountability in an era of convergence: Policy insights from states with individual learning plans and policies. Education Policy Analysis Archives, 19(31).*

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## **Other Youth Career and Workforce Development Resources**

**Career Exploration in Action:** [Career Exploration in Action: An Innovative Strategies Practice Brief | NCWD/Youth | Center for Independent Living of North Central Florida \(cilncf.org\)](#)

**Skills to Pay the Bills: Mastering Soft Skills for Workplace Success:**  
[Soft Skills to Pay the Bills | Youth.gov](#)

**411 on Disability Disclosure: A Workbook for Youth:** [411 on Disability Disclosure: A Workbook for Youth with Disabilities | Youth.gov](#)

**Helping Youth Develop Soft Skills for Job Success: Tips for Parents and Families:**  
[infobrief\\_issue28\\_0.pdf \(ed.gov\)](#)

**Tapping into the Power of Families: How Families of Youth with Disabilities Can assist in Job Search and Retention:** [Tapping into the Power of Families: How Families of Youth with Disabilities Can Assist in Job Search and Retention | Peer TA Network - TANF \(hhs.gov\)](#)

**Engaging Youth in Work Experiences: An Innovative Strategies Practice Brief:**  
[Engaging Youth in Work Experiences NCWD.pdf \(wintac-s3.s3-us-west-2.amazonaws.com\)](#)

**Work-based Learning Jumpstart:** [WorkforceGPS](#)

**Guide to Internships for Students with Disabilities** [ECP: NGSD - Internship Guide for Youth with Disabilities \(aucd.org\)](#)

[Strategies for Youth Workforce Programs to Become Employer---Friendly Intermediaries](#)