



Idaho Division of Vocational Rehabilitation
650 W. State Street, Room 150
Boise, ID 83720
Phone: (208) 334-3390
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To: Lori Wolff, OHR Administrator
Alex Adams, DFM Administrator

From: Jane Donnellan, IDVR Administrator

Re: Attestation of available PC for proposal to bring stability to IDVR's Qualified Rehabilitation Professional (QRP) positions

IDVR continues to experience significant turn-over and the inability to fill counselor vacancies with Qualified Rehabilitation Professionals (QRPs). This has resulted in a current projection of over \$1 million in Personnel Cost savings for SFY 22.

IDVR has developed a proposal to implement a comprehensive strategy including sign-on, recruitment and retention bonuses to use a portion of the salary savings caused by this problem to address the problem. By incentivizing QRPs via this bonus program, we believe that we can attract and retain the qualified staff that we need.

IDVR will not need additional appropriations to cover the costs of these bonuses but will need to encumber current year funds to match the amount that will be obligated. We will continue to monitor our salary savings to ensure we can meet our obligations within our current budget.

Our hope is that this will provide IDVR with QRPs that will stay with the agency, improve the quality of our services, and stabilize our workforce. If successful, this will reduce our operating costs for agency supported tuition and other training expenses resulting from underfill positions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jane Donnellan', is written over a large, light-colored circular mark.

Jane Donnellan, MA, CRC
Administrator

Idaho Division of Vocational Rehabilitation