



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR & WORKFORCE DEVELOPMENT  
DEPARTMENT OF INDUSTRIAL ACCIDENTS

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ADMINISTRATIVE BULLETIN

TO: All Interested Parties

RE: Policy statement on IWRPs

FROM: William Harney, Director – Office of Education and Vocational Rehabilitation (OEVR)

DATE: July 30, 2014

Effective September 1, 2014, all Individual Written Rehabilitation Programs (IWRPs) must contain concrete and specific information regarding employment and job openings for the identified job goal. Employment projections obtained through the Occupational Outlook Handbook, Bureau of Labor Statistics, and other such reference sources are not sufficient in and of themselves to justify a job goal. Those statistics and projections must be connected to the realities of the local labor market and the availability of actual job openings in the client's geographic employment area.

Documentation of local employers for the particular job at hand is also not sufficient all by itself. Currently, for example, there are countless medically related facilities in the Boston area that employ phlebotomists but there are few job openings. A survey of actual openings for the targeted job goal in the local labor market, together with the statistical OOH or BLS information, will serve to further ensure reasonable support for, and expectation of, employment at the end of the plan.

OEVR understands that employment in any field is never guaranteed, even with excellent training and/or a highly qualified client. We also know that the local labor market is fluid and subject to innumerable outside influences. We want to ensure that we have done all we can to prepare our clients with the skills and abilities to compete in the labor market. It is also critical to confirm that there will be jobs to compete for when these clients enter the job search process.