

EMPLOYMENT SUPPORTS AT-A GLANCE

7/5/12

Service Name	Service Descriptors	Guidance	Agency Approval & Funding Source
<p>Job Preparation (Pre-vocational services in CMS guidance)</p>	<p>Assessment of skills and vocational interests. Skill training including “soft” skills, task completion, productivity, work trials/volunteerism, problem solving, mobility, necessary to succeed in paid community employment</p> <p>Time limited to two years.</p>	<p>Services may be provided on site or off site in the community. Services may not be provided in or by a sheltered workshop. Payment for services must be in compliance with DOL Fair Labor Standards Act and 42 CFR 440.180 (b)&(C) Time limited and reviewed at least annually in PCP by team as progress towards goal of individualized employment must be demonstrated.</p>	<p>Division of DD Waivers Individual SB40 County Boards</p>
<p>Job Discovery</p>	<p>Volunteerism , job development, job shadowing, task analysis, interviewing, resume writing, business planning, micro-enterprise(small business)</p>	<p>Use as a precursor or in conjunction with Community Integrated competitive employment Time Limited: should not exceed a three month period and will result in the development of a career profile and employment goal or career plan. Additional monthly increments must be preauthorized by the Division of DD</p>	<p>Vocational Rehabilitation Division of DD Waivers Individual SB40 Boards</p>
<p>Community Employment : Individual (Supported Employment in CMS Guidance)</p>	<p>Competitive work in an integrated work setting with on-going support services. an integrated setting defined as : working for a competitive wage (at or above</p>	<p>Delivered in the community and in integrated work settings. Minimum wage or prevailing wage. If services are available through vocational</p>	<p>Vocational Rehabilitation, Division of DD Waivers, Individual SB 40 County Boards. Qualified NISH/ Ability One provider.</p>

	<p>minimum wage) in a community-based job. The employment must be in a work setting where, to the extent the employment typically involves interaction with others, the interaction is predominantly with co-workers or business associates who do not have disabilities or with the general public. Community. Includes:</p> <ul style="list-style-type: none">• Individualized job development / placement;• On-the-job training in work / work-related skills;• Ongoing supervision/ monitoring of job performance; and• Training in related skills needed to obtain and retain employment (e.g. using community resources / public transportation).	<p>rehabilitation, then those services must be accessed prior to waiver services.</p>	
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<p>Community Employment - Group</p> <p>(Supported Employment individual and group in CMS guidance)</p>	<p>Group, supported, customized, enclaves, mobile crews, individual placement. (See above) detail under individualized community employment for services explanation)</p> <p>When participants are compensated they must be paid in accordance with the United States Fair Labor Standards Act (USFLSA) of 1985</p>	<p>Small group. Can be paid by employer to agency who pays workers or paid directly by employer to employee. Job coaching separate.</p> <p>Note: supported employment is usually defined at federal level as individual, crew, enclaves, etc where the employer pays an agency to provide services (i.e. like temp services) distinguished from Integrated Community Competitive Employment where the employer assigns work, supervises employee, and pays the employee directly. Agency can still provide job coach..</p>	<p>Vocational Rehabilitation, Division of DD Waivers, Individual SB 40 County Boards</p>
<p>Co-Worker Supports (aka Employer provided job supports)</p>	<p>Development of positive work-related habits, attitudes, skills and work etiquette. Assisting the individual to become a part of the informal culture of the workplace. Includes orienting the individual to health and safety aspects/requirements of their particular job. Service provided during their first six months of employment. Reimbursement may be extended up to 12 months on the job. After the first six months, the contract is reduced to a lower</p>	<p>Allows the employer to provide natural supports with a co-worker who is paid a negotiated rate to mentor the individual.</p> <p>Must use OHCDs mechanism through RO or County Board. Paid at minimum or prevailing wage</p>	<p>Division of DD Partnership for Hope Waiver Individual SB40 County Boards</p>

	stabilization rate based on job support intervention needed.		
Facility-Based Extended Employment	Group, mobile crews, enclaves, bench work, packaging, assembly, inspection,	Not waiver eligible Paid in accordance with Fair Labor Standards Act	SB52 Section, Department of Elementary and Secondary Education Qualified NISH/Ability One provider.