

## IEFC Recommendations: DD Benefits Package - Employment Services

Service	Description	Examples include but are not limited to:
<b>Prevocational Services</b>	<ul style="list-style-type: none"> <li>• Services provided for a defined period of time that provide learning and work experiences including volunteer work where the individual can develop general, non-job-task-specific strengths and skills that contribute to employability in paid employment in integrated community settings</li> <li>• Individuals receiving pre-vocational services must have employment-related goals in their person-centered services and supports plan. Competitive, integrated employment in the community is considered to be the optimal outcome of pre-vocational services.</li> <li>• Participation in pre-vocational services is not a prerequisite for individual or small group supported employment services provided under the waiver.</li> </ul>	<ul style="list-style-type: none"> <li>• Instruction for general “soft skills” for employment including: ability to communicate effectively with supervisors, coworkers and customers; generally accepted community workplace conduct and dress; ability to follow directions; ability to attend to tasks; workplace problem solving skills and strategies; general workplace safety and mobility training.</li> </ul>
<b>Supported Employment – Individual</b>	<ul style="list-style-type: none"> <li>• Activities needed to help an individual obtain and maintain an individual job in competitive or customized employment, or self-employment, in an integrated work setting in the general workforce...in a job that meets personal and career goals. May also include support to establish or maintain self-employment.</li> <li>• Outcome of this service is sustained paid employment in an integrated setting in the general workforce, in a job that meets personal and career goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Individualized services that may include any combination of the following services: vocational/job –related discovery or assessment; person-centered career planning; job placement; job development; negotiation with prospective employers; job analysis; job carving; training and systematic instruction; job coaching; benefits support, training, and planning; transportation; asset development and career advancement services; and other workplace support services.</li> </ul>

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<p><b>Supported Employment – Small Group</b></p>	<ul style="list-style-type: none"> <li>• Services and training activities provided to individuals in regular business, industry and community settings for groups of two - eight workers with disabilities</li> <li>• Services must be provided in a manner that promotes integration into the workplace and interaction between individuals with and without disabilities</li> <li>• Outcome of this service is sustained paid employment and work experience leading to further career development and individual integrated community-based employment. Small group employment does not include vocational services provided in facility based work settings.</li> </ul>	<ul style="list-style-type: none"> <li>• May include any combination of the following services: vocational/job –related discovery or assessment; person-centered career planning; job placement; job development; negotiation with prospective employers; job analysis; job carving; training and systematic instruction; job coaching; benefits support, training, and planning; transportation; asset development and career advancement services; and other workplace support services.</li> </ul>
<p><b>Career Planning</b></p>	<ul style="list-style-type: none"> <li>• Person-centered, comprehensive employment planning and support services that provide assistance for individuals to obtain, maintain or advance in competitive employment or self-employment. The outcome of this service is a career plan used to guide individual employment support.</li> <li>• If an individual is employed and using supported employment services, career planning can be used to explore advancement opportunities or find other employment more consistent with the individual’s skills or interests</li> </ul>	<ul style="list-style-type: none"> <li>• Focused, time-limited service engaging an individual in identifying a career direction and developing a plan for achieving competitive, integrated employment</li> <li>• Experiential learning opportunities for the appropriate exploration, assessment and discovery processes to learn about career options including: situational (community-based) assessments (job sampling); job preference inventories; identification of career options/job matches</li> </ul>

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## Additional Information

- **Recommendation:** Inventory of needs for budget determination includes questions for employment (budget calculation methodology)
- As noted in the CMS guidance, each of these employment services would be provided only if/when the participant is not eligible for, or has exhausted services from, the Division of Vocational Rehabilitation Services (IDVR) and/or services available under the Individuals with Disabilities Education Act.