

Supported Employment and Long Term Funding

Presented by

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Hosted by

Supported Employment Training Project



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FUNDING FROM REFERRAL TO 90 DAY

PCEP and Additional SE hours:

Consumer has left their job before 90 days is completed:

- Moved to new area
- Has a change in disability
- Chosen to work with new CRP
- CRP ended contract and a new CRP is needed

Scenario:

John had a job for 25 days. He has recently left that job due to fact he has moved from Louisville to Hazard to live with a FHP family. John wants another job. Since he has not completed his 90 days and a new CRP will be working with him in Hazard, the CRP able to use the SE additional hours @ \$50.00 per hour for an agreed upon amount of hours (with VR Consultant) to get to know John and write an addendum for any changes they see needed to John's PCEP.

FUNDING FROM REFERRAL TO 90 DAY

Job Development

Consumer has left their job before 90 days is completed:

- Moved to new area
- Chosen to work with new CRP
- CRP ended contract and a new CRP is needed

Scenario:

Steve is no longer working at the position that OVR paid for job development. Steve has requested to work with a new CRP.

In this case, the new CRP would be paid for job development of the new position by OVR. At this time there would be no Medicaid waiver funding available.

Should Steve have wanted to stay with the original CRP there would not be an additional payment for job development once a new job was obtained.

SUPPORTED EMPLOYMENT DAYS 1-90

- Day 30
 - **Meets Competitive Integrated Employment (CIE)**
 - **Stable Employment Outcome**
 - **Job consistent with OVR Individual Plan for Employment (IPE)**
 - Send summary and invoice
 - \$1,000
- Day 60
 - **Meets Competitive Integrated Employment (CIE)**
 - **Stable Employment Outcome**
 - **Job consistent with OVR Individual Plan for Employment (IPE)**
 - Send summary and invoice
 - \$2,000
- Day 90
 - **Meets Competitive Integrated Employment (CIE)**
 - **Stable Employment Outcome**
 - **Job consistent with OVR Individual Plan for Employment (IPE)**
 - Send summary and invoice
 - \$2,000

COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

- OVR CIE outcomes must meet 3 criteria
 - 1. Competitive Wage
 - 2. Integrated location
 - 3. Opportunity for advancement
 - Jobs created for the sole purpose of employing people with disabilities would not meet CIE.
 - Examples: sheltered workshops, Ability One contracts, and State Purchase Programs. There would be a need to explore the position further.

SCENARIO 1

The CRP assists Johnny in obtaining competitive integrated employment. Johnny becomes unemployed after 70 days of stable employment. VR paid the CRP for the 30 & 60-Day Stable Employment Outcome milestones. The VR case remained open and Johnny wants to continue to seek employment with the same CRP.

- CRP would provide services and not be reauthorized for 30 & 60 outcome milestones.
- An authorization for the 90-Day Stable Employment Outcome should be provided.
- Additional Supported Employment services fee would not be utilized

SCENARIO 2

- The CRP assists Nina in obtaining competitive integrated employment. Nina achieved a successful employment outcome. CRP was paid 30, 60, but was at 82 days when Nina's job closed for CV19. Nina was off work for 11 months. Nina returns to the same job at that time, the count begins the day she returns to work at day 83. However Nina is not stable at work at that time. The 90-day outcome milestone should be held until she is stable at work.

SCENARIO 3

- Josh became unemployed at day 32. Josh wishes to continue to work with the same CRP.
- This case should not have another job development payment or another 30 day payment. An authorization for 60 days should be put in place to the CRP. Once Josh obtains a new position his count would start and the 60 days would be able to be invoiced upon completion.

FUNDING FROM DAY 90 TO 180

- Things to remember:
 - Bonus Payment SFM
 - Does the person have an alternate funding source
 - MPW, SCL, STATE GENERAL FUNDING, ABI (if so you will follow their guidelines for SE) MPW/SCL will be discussed at the end of the OVR portion of this presentation
 - OVR requirements are:
 - 2 contacts monthly 1 being face to face
 - Documentation kept in your records, you no longer need to submit notes to OVR.
 - Day 120, 150, and Day 180 reports are to be given to OVR at the date they meet each

Bonus payments with OVR

(rate changes July 1st of each year and must be submitted at least 30 days before the close of each OVR year)

- At 90 days if the person is making a wage of \$ 11.83 from (until June 30, 2021)/\$12.00 (amount for July 1, 2021) an hour and works at least 20 hours a week then the provider is eligible for a bonus payment of \$1,000.00.
 - Require proof of wage and hours in the form of last two weeks pay stubs
 - Invoice and proof should be submitted at the 90 day milestone
- At 90 days if the person's employer paid for 51% of comprehensive major medical insurance the provider is eligible for a bonus payment of \$500.00. Supplemental insurance does not meet the requirement of this provision
- *Note: a person can deny offered coverage and still be eligible for the outcome if proof is submitted with the invoice.
 - Required proof of 51% insurance paid by the employer in the form of a letter or insurance care
 - Invoice and proof should be submitted at the 90 day milestone

New OVR Case Vs. Post-Employment

- If Extended Services (LTS) are needed and will be provided by the CRP, then a new OVR case would be taken.
- If extended services are needed but not provided by the CRP, because they determine they can establish natural supports or establish other extended services through other means in a relatively short period of time, then Post-Employment could be utilized and the additional SE hours could be used.
 - There should be very good documentation to support the post employment need.
 - Post Employment is not expected to be common, but it is possible.
 - Post Employment services are meant to be short term.

SCENARIO 1

The CRP assists Marcie in obtaining competitive integrated employment. Marcie becomes unstable after 150 days of employment. VR paid the CRP for the 30, 60 & 90-Day Stable Employment Outcome milestones. A successful VR closure was not achieved, the OVR case remains open and Marcie wants to continue to work at the job site and work with the same CRP.

- Comparable benefits should be utilized, if applicable.
- Additional Supported Employment services can be utilized to obtain stability on the jobsite again.
- Approved hours are based on need and negotiated between VR Counselor and the CRP.

SCENARIO 2

- The CRP assists Nina in obtaining competitive integrated employment. Nina achieved a successful employment outcome. CRP was paid 30, 60, 90 days when Nina's job closed for CV19. Nina was off work for 11 months. Nina returns to the same job after the 11 months but is not stable at that time.
- Additional SE hours could be used to assist Nina in becoming stable at work again while the count continues to 180 days. However comparable benefits should be looked at before determining additional hours.

SCENARIO 2

- Susie has a waiver, however her waiver only allows for 2 hours of funding for Supported Employment. Susie is having a hard time at work and needing 15 hours of support a week to reach stabilization.
- In this situation you would work with the case manager, consumer, DDID, and the OVR counselor to determine the amount of hours OVR could provide SE additional funding.
- These hours should not exceed a typical outcome fee and be short in duration

FUNDING FROM DAY 180
THROUGHOUT LONG TERM SUPPORT
AND USE OF SE ADDITIONAL HOURS

Individual may be closed successfully with Vocational Rehabilitation

Upon submitting your Day 180 Employment Summary Report, please speak with your Consumer and their OVR Counselor to determine case status

For Consumers receiving Waiver Services

Agencies who can bill Medicaid can access Waiver funds for Long Term Support (LTS) / Extended Services

Waivers

Michelle P. Waiver, Support for Community Living (SCL), Acquired Brain Injury (ABI), State General Funds (SGF)

For Consumers without Waiver Services

Closing CRP agency is responsible for LTS funding

LONG TERM SUPPORT CONTRACT AGREEMENT: POST DAY 180

- The agency commitment to contact OVR Counselor / submit paperwork to OVR is complete
- Complete 2 monthly visits with each LTS Consumer
 - One visit must be in-person
 - One can be virtual
- Keep all Long Term Support Progress Notes for your records and potential OVR Consultant Audit
 - LTS support notes can be kept on Stable Employment Note form OR agency generated progress note
- If Consumer loses or is terminated from the original position a new referral to OVR can be made
 - Potential new case with OVR
 - Additional Funding POST EMPLOYMENT may be used to regain employment if services are expected to be short in duration
 - Keep well documented LTS notes, cases will be reviewed for quality services rendered before a new case will be authorized for

ADDITIONAL SUPPORTED EMPLOYMENT FUNDS: POST-EMPLOYMENT SERVICES

- Maintain employment
 - The individual's employment is jeopardized because of conflicts with supervisors or co-workers, and the individual needs mental health services and counseling to maintain the employment
- Regain employment
 - The individual's job is eliminated through reorganization and new placement services are needed
- Advance in employment
 - The employment is no longer consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

* Service must be short in duration

ADDITIONAL SUPPORTED EMPLOYMENT FUNDS: POST-EMPLOYMENT SERVICES

- [IPE Amendment.pdf \(ky.gov\)](#)
 - Post-employment is the provision of one or more services, subsequent to the achievement of an employment outcome, necessary to maintain, regain, or advance in employment.
 - Post-employment ensures the employment outcome remains consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.
 - Post-employment is for rehabilitation needs which do not require a complex and comprehensive provision of services and, thus, should be limited in scope and duration. If comprehensive services are required, services should be suspended, the case should be closed from post employment, and a new case opened including an assessment to determine eligibility.
 - Post-employment services are provided under an Individualized Plan for Employment Amendment; thus, a re-determination of eligibility is not required. Consumer Cost sharing must be reassessed. The provision of post-employment services is subject to the same requirements as the provision of any other vocational rehabilitation service.

SUPPORTED EMPLOYMENT IN POST-EMPLOYMENT

- Supported Employment may be provided in post-employment following transition if services are not available from an extended services provider and are necessary to maintain or regain the job placement or advance in employment.
- Supportive services such as maintenance, transportation and attendant care shall only be provided in conjunction with other rehabilitation services. As best practice, Office funds should not be expended to treat acute conditions during post-employment.
- Post-employment should not be provided solely to upgrade financial status; however, it can assist individuals achieve more suitable employment.
- Upon completion of post-employment services, the service record will be closed. Please note when the case file is closed from post-employment, the new date should coincide with the completion of the post-employment services. The case should be filed according to the new date.

Continued . . .

- Post-employment may be initiated at any time following the date of closure subject to the availability of records.
- The need for post-employment should be assessed throughout the rehabilitation process.

SCENARIO 1

The CRP assists Pat in obtaining competitive integrated employment. Pat achieved a successful employment outcome and was successfully closed through VR. CRP was paid 30, 60, and 90-day outcome milestones. Pat works for 2 years and then becomes unemployed. Pat wants to regain employment with the same CRP.

- Post-Employment (PE) should be considered (short-term)
- If PE is not appropriate, then a new VR case should be taken
- PCEP
- Job Development
- Outcome Milestones
- No LTS will be required

SCENARIO 2

The CRP assists Darla in obtaining competitive integrated employment. Darla achieved a successful employment outcome and was successfully closed through VR. CRP was paid 30, 60, and 90-day outcome milestones. Darla works for several years at the job, the CRP provided long term supports during that time. Darla is still employed and wishes to find a more professional job in the field. The company does not have any other growth areas for Darla. Darla wants the CRP to help her find a new career, Darla has a degree, as well as the skills to obtain such position.

- Post-Employment (PE) should be considered (short-term)
- If PE is not appropriate, then a new VR case should be taken
- PCEP would likely not be needed but could be and would need to be determined
- Job Development
- Outcome Milestones

SUPPORTED EMPLOYMENT:
DOCUMENTATION FOR
ADDITIONAL FUNDING

- CRP agency will use the existing OVR notes and reports when documenting additional funding
 - Notes and reports used for documentation are based on Consumer status
 - Forms can be found on Agency Website
 - [Kentucky Career Center Forms](#)
 - Document time spent in .25 increments (15, 30, 45, 60 minutes)
 - Documenting time allows for OVR to process invoicing submitted by CRP agency

AFTER 1 YEAR OF STABLE/CIE

Step Down Support Plan


- Form Must be submitted and approved by the OVR consultant before any change in LTS services may change.
- Approved forms should remain in your file and your documentation should be kept according to the approved SDS Plan.
- If at any time a person becomes unstable at work and assistance is needed the SDS plan should be removed and support for the person must begin immediately. Once stability occurs for 6 months the agency can submit a new SDS plan for approval.
- Individuals who have another funding source for LTS or who are a part of an IPS program are not eligible for SDS.
- Individuals who have been closed successfully with OVR and employed for 12 months after their closure are eligible.
- Failure to follow these guidelines upon yearly CRP audits could lead to a Program Improvement Plan.

The Office of Vocational Rehabilitation holds primary responsibility for helping Kentuckians with disabilities participate in competitive integrated employment.





Competitive Integrated Employment means...


...not occurring in a situation designed specifically to employ people with disabilities, plus:



Equal Pay



Eligible for Benefits



Advancement Opportunities



In the community, paid directly by employer



Work setting consists of individuals with and without disabilities



Supported Employment services available through Medicaid waivers, supplement the services available from the Office for Vocational Rehabilitation for Kentuckians with disabilities to participate in competitive integrated employment.



If the desired support or service is available through the Office for Vocational Rehabilitation, the participant is not eligible to receive that service through waiver funding.



Services Typically Provided through Waiver Funding

1

Long-Term Employment Supports

- Nearly every instance

2

Job Acquisition with Support and Stabilization

- Person wishes to maintain current employment, and
- Assistance is needed to regain or expand capacity.

3

Job Development

- The person wishes to add a second job.
- The person wishes to find a new job that would not be considered a career-enhancement move.

4

All Employment Services

- When the person loses their job between days 91 and 180 of a vocational rehabilitation placement.

Coordination of Funding for Employment Services Form

Coordination of Funding for Employment Services
For use with requests for Person-Centered Job Selection, Job Development, and Job Acquisition with Support and Stabilization

Participant Name: _____
 Social Security Number: _____
 Primary Source of Service Plan Funding: *Select* _____
 Employment Services Currently being Received: Person-Centered Job Selection Job Development
 Job Acquisition with Support and Stabilization Long-Term Supports
 None

Type of Employment Support Requested: *Select* _____
 Why are Employment Supports being Requested? *Select* _____
 Additional Information to Help us Understand the Request: _____

Does this Request Include a Change of Employment Service Provider? *Select* _____ If yes, why was the change implemented? _____

Duration of the Person's Last Employment: _____ Year(s) _____ Month(s)
 Approximate Beginning and Ending Dates of Previous Employment: Beginning: _____ Ending: _____
 On average how many hours did the person work at this job each week? *Select* _____
 What type of assistance did the person receive during employment? *Select* _____
 How frequently was assistance needed? *Select* _____
 On a typical day when assistance was needed, how much time was devoted? *Select* _____

If the person receives supports from a Waiver with Service Limits, How Much Time is available for Employment Services? _____ Hours

Office of Vocational Rehabilitation / DDD Use:
 CMS Search: _____

Case Status: Paid milestones days 30 and 60 Paid milestones days 30, 60, 90 but no VR case closure Paid all milestones and VR case successfully closed

Service Recommendation:	Office of Vocational Rehabilitation	Medicaid Waiver	State General Funds
	<input type="checkbox"/> New Case <input type="checkbox"/> \$50.00/hour for _____ hours <input type="checkbox"/> Post-Employment		



Our expectation is that the supported employee is proficient with their assigned job tasks or has the potential to reach proficiency with additional training.

Supported Employment may only be utilized to assist a supported employee reach or maintain proficiency within the context of their assigned job responsibilities. Other support needs, like concerns for the possibility of behavioral outbursts or potential safety issues, must be addressed with other supports or services.



How Should We Proceed?

