OHIO DODD WORK GROUP

Draft Service Definition, #4

January 22, 2015

Supported Employment- Small Group Employment Support

(Maximum of *4* persons effective January 1, 2016)

Supported Employment – Small Group *Employment Support* *is a time limited service (24 month that* involves employment services and training and support activities *that are provided* in typical business, industry and community integrated settings for groups of two (2), (3) *or (4)* individuals with disabilities. Examples include mobile crews, enclaves and *other business-based workgroups employing* small groups of no more than *(4)* individuals with disabilities in career exploration, **WORK ADJUSTMENT** or discovery-based activities. ***THE 24 MONTH TIME LIMIT FOR THIS SERVICE MAY BE EXTENDED WHEN THE INDIVIDUAL IS ENGAGED IN SUPPORTED EMPLOYMENT-INDIVIDUAL OR EMPLOYED IN COMMUNITY EMPLOYMENT.***

**The PURPOSE of Supported Employment – Small Group *Employment Support* IS TO PROVIDE PAID *work* experience *leading to further* career development *and* RESULTING IN AN OUTCOME OF SUSTAINEDindividual integrated *community-based* employment,** consistent with the individual’s personal and career goals, for which an individual is compensated at or above the state’s minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities**. THE PROVIDER SHOULD WORK TO ASSURE, AS PART OF THE PERSON-CENTERED PLAN, THAT THE PERSON’S PROPOSED INCOME TO BE EARNED THROUGH SUPPORTED EMPLOYMENT – INDIVIDUAL IS EQUAL TO OR GREATER THAN THE INCOME EARNED BY THE PERSON IN SUPPORTED EMPLOYMENT – SMALL GROUP.**

*Supported Employment – Small Group Employment Support* must be provided in a manner that promotes integration into the workplace and interaction with people without disabilities in those workplaces. Paid work under Supported Employment –Small Group must be compensated at minimum wage or above. Career exploration and discovery-based activities must be conducted in integrated business and community settings.

Supported Employment – Small Group *Employment Supports SERVICE* cannot be PROVIDED IN a provider-owned, leased or operated EMPLOYMENT setting. The settings must be integrated in, and support full access of participants to the greater community, including opportunities to seek individual integrated employment, to engage in community life and to have control over their earned income.

Supported Employment – Small Group *Employment Support* services shall be provided in a way that presumes all participants are capable of working in individual, integrated employment. Participants in this service shall be encouraged, on an ongoing basis, and as part of the annual person-centered planning process, to explore their interests, strengths, and abilities relating to individual, integrated employment. As a component part of this service, Supported Employment – Small Group *Employment Support* service providers should be helping individuals explore, identify and pursue career advancement opportunities that will move them toward individual integrated employment at competitive wages (with Supported Employment – Individual services as necessary).

*Supported Employment – Small Group Employment Supports may include any combination of the following services as necessary and appropriate to meet the integrated employment goals of the individual: vocational/job –related discovery or situational assessment; person-centered employment planning;* WORK ADJUSTMENT; job analysis; training and systematic instruction; job coaching; benefits support; training and planning transportation and career advancement services.

*Individuals receiving Supported Employment – Small Group Employment Support services may also receive educational, Integrated Skill Building (prevocational), SUPPORTED EMPLOYMENT – INDIVIDUAL and/or Integrated Community Day Supports. An individual’s person-centered services and supports plan may include two or more types of non-residential habilitation services; however, different types of service may not be billed at the same time.*

Transportation provided during the course of Supported Employment – Small Group *Employment Support, IF NECESSARY TO TRAVEL BETWEEN EMPLOYMENT SITES,* is provided as a component part of the service and the cost of this transportation is included in the rate paid to the providers of this service. **TRANSPORTATION FROM THE INDIVIDUAL’S RESIDENCE TO AND FROM THE PLACE OF EMPLOYMENT IS NON-MEDICAL TRANSPORTATION AND IS NOT INCLUDED WITHIN THE RATE TO PROVIDE MAXIMUM OPPORTUNITY FOR LEARNING PUBLIC TRANSPORTATION OR NEGOTIATING NATURAL SUPPORTS.**

Personal assistance provided to a participant during the receipt of Supported Employment – Small Group *Employment support* services may be reimbursed under Supported Employment – Small Group *Employment Support* as long as it does not comprise the entirety of the service.

**SUPPORTED EMPLOYMENT - SMALL GROUP EMPLOYMENT SUPPORTS CONSISTING OF MORE THAN 4 AND NO MORE THAN EIGHT INDIVIDUALS WITH DISABILITIES, CAN CONTINUE TO RECEIVE THESE SERVICES AS LONG AS THERE IS EXPLICIT DOCUMENTATION OF NEGOTIATIONS BETWEEN THE PROVIDER AND THE BUSINESS AND THE DEVELOPMENT OF A FORMAL, WRITTEN PLAN TO REDUCE THE SIZE OF THE SMALL GROUP TO FOUR OR FEWER PERSONS WITH DISABILITIES WITHIN A PERIOD OF NO MORE THAN TWO YEARS. AMONG OPTIONS TO BE CONSIDERED IN THE PLAN ARE THE FOLLOWING: ASSURING THAT THE BUSINESS BECOME THE EMPLOYER OF RECORD FOR THE INDIVIDUALS WITH DISABILITIES; THAT PROVIDERS EXPLORE BECOMING A STAFFING AGENCY FOR THE BUSINESS; THAT WORKERS WITH DISABILITIES BE COUNSELED AND GIVEN SUPPORT THROUGH SUPPORTED EMPLOYMENT – INDIVIDUAL TO DEVELOP AND OPERATE THEIR OWN SMALL BUSINESS ENTERPRISE.**

Supported Employment – Small Group *Employment Support* services exclude services available to an individual under a program funded by either the Rehabilitation Act of 1973 or P.L. 94-142. An individual’s ISP may include more than one non-residential day or employment service; however, they may not be billed during the same period of time (e.g., the same hour).

Federal financial participation is not claimed for incentive payments, subsidies, or unrelated vocational training expenses such as the following;

1. Incentive payments made to an employer to encourage or subsidize the employer’s participation in supported employment;
2. Payments that are passed through to users of supported employment services; or,
3. Payments for training that is not directly related to an individual’s supported employment program

Supported Employment- Small Group *Employment Support* does not include *vocational services* provided in segregated, facility based (sheltered) work settings *or other types of vocational services furnished in specialized facilities that are not part of general community workplaces.*

*Supported Employment - Small Group Employment Support* does not include supports for volunteering.