



DVR Employment & Support Planning

WDA Staff Presentations 2008



DVR Fee Structure – Guiding Principles:

Consumer / DVR / Vendor Partnership

Results Oriented – Pay for milestones achieved
and products completed.

Improved up-front planning to improve rate
and quality of employment outcomes



DVR / Vendor Work Group

- Included 3 vendor representatives
 - Paul Rice – Community Industries
 - Barb LeDuc – Opportunities, Inc
 - Bill Malone – WRC and formerly MCFI
- Charged to:
 - Review DVR Job Development Pilots
 - Review info from other states
 - Recommend revised fees and tech specs



Statewide Services & Fees

- **Job Development**
- **Supported Employment**
- **On-Site Job Coaching**
- Vocational Evaluation
- Benefits Analysis



Highlights of Fee Structure

- Employment & Support Planning added to Job Development & Supported Employment
- More detail on referral information
- Required “3-way meeting” and Plan – Initial meeting plus 60-day reviews.
- Employment Prep now included as needed



Highlights

- On-site Job Analysis as needed
- SE Assessment requires min. 8 hrs real work
- More detail on long-term support planning
- Detailed list of ES Plan requirements



Highlights

- More detail required in monthly reports
- Add projections for amount & kind of job coaching or off-site job supports (symptom management, meds, etc.)
- When is transition to LTS expected?
- Consider need for formal SE Assessment



Resource Materials

- Resources on web:

http://dwd.wisconsin.gov/dvr/service_providers/resources/default.htm

- FAQ on Tech Specs and Fees
- Examples of ESP Casenotes, SE Assessments, Job Development Plans, etc.



Reminder - SE Ongoing Support

- Minimum 6 months of payments
- Focused strategies for behavior change = “Systematic Training”
- Engage natural supports and fade
- Team meeting / review every 90 days (60 days while looking for job)



Employment & Support Planning

- What DVR already does - IPE Development
- Consumer & DVR discussion of IPE goal, List employment barriers / needs and assess job readiness
- Discussion of area vendors and how they may assist
- ESP Continues into Job Development & Supported Employment when purchased



ESP Planning Principles

- Employment Goal First – spend time fleshing out interests and experiences to date.
- Based on the individual's skills, abilities, interests, & labor market information - Determine Supports needed to obtain and maintain goal job
- Team members selected to add value to process of getting and keeping a job



Employment & Support Planning

- VR is Person-Centered Planning
 - VR is Money Follows the Person
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- NOT Funding-Centered Planning or Person Follows the Money
 - This is not new – just expanding on Best Practices



ESP Roles

- Consumer – be honest about needs for support –
What will I need to do to get and keep my job?
- DVR Staff – What are resources & strategies needed to assist consumer to reach job goal?
Gather the right team.
- Vendor – What are realistic strategies to locate employment matching consumer & strategies to maintain?



ESP Mini-Study - 30 Cases

- ESP after SE Eval not really helpful - Done perfunctorily in some cases
- Casenotes & plans – unacceptable to excellent
- Few real SE cases – short-term job coaching
- Two cases - county/MCO put consumer in workshop



ESP Case Example - Casenotes

- Intake describes functional limitations vividly, Notes school interest – tentative planning
- IPE Casenote describes consumer's behavior, consumer's statements & counselor's response
- Provides rationale for short-term stability plan and how it would work – job retention issues
- Includes MH treatment in IPE



ESP Case Example – Three-Way Meeting

- Discussion of barriers & treatment – ideally could use MH resources in voc support
- See plan for time-limited job coaching
- Discussed employment prep needs – interviewing. Appearance
- Got on same page with progression of work hrs



ESP Case Example – “Turbo-Charged” Plan

- Short-term objective stated in context
- Starting list of employers
- Objective description of functional issues
- Need for job coach / support – see timeframes / expectations
- Specific roles & approach to job development



Other Support Examples

- What are examples of creative solutions to meet employment support needs?
 - Transportation
 - On-site coaching techniques
 - Natural supports
 - Funding



Other Support Examples

- Job accommodations / Assistive Tech
- Family Transportation & Spot Checks
- Medication Management
- Coordinate with:
 - Mental health, AODA, Corrections, Assistive Tech Experts, Residential providers
- Co-worker transportation & coaching



Support Examples – from Staff and Vendors

- Internship / Work Experience
- IRWE used to offset county / CMO \$ for transportation
- PASS plan to get car
- Natural Supports – Employer & Co-workers – Add to ESP Team
- Other SE funds for long-term spot checks, occasional interventions



Support Examples – from Staff and Vendors

- Volunteer driver program
- CIP funding
- Supportive homecare = job coach
- TBI waiver
- Co-worker punches in for consumer
- Pair consumers based on strengths
- Mom does spot checks



Contacts

- WDA Director is primary contact

- Janis Lugo – Service Agreement Contracts & Forms
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- Rick Hall – Technical Specifications
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Together we can do it!

