

## **Employment Outcomes – Frequently Asked Questions (FAQs)** **(January of 2011)**

Would an onsite visit be a confidentiality issue?

Have vendors been apprised of these standards and expectations?

Would this be considered acceptable employment? A company employs an individual without a disability as a janitor. He works alone at night M, W, and F. They employ another individual with a disability as a janitor who works T, Th, and S. nights. He works with a job coach.

Are we required to use a particular form to complete onsite analysis?

Have the job developers and CRPs statewide been instructed on the employment outcome standards so that jobs are not developed which do not meet the standards?

If a job is in an integrated setting, paid minimum wage or above, but it is "customized" or "carved", would it still meet the criteria? For example, it may not be a task or series of tasks typically announced in the open job market, but it is within a company or integrated setting and customized for that person's interests, etc. and the wage is comparable to what might be paid for that task or series of tasks.

How do we determine if benefits are comparable in the following situation? The consumer is in a JWOD or State Use position in the community. Wages are paid by the CRP, and the benefit package is based on what the CRP provides their employees. However, the consumer's CRP benefit package is different than other employees doing the same type of work who are employed directly by the employer.

In the scenario where a consumer is hired by a CRP into a JWOD position that has been determined to meet our definition of a suitable employment outcome, would we pay the 90 day retention fee of \$1400 if the CRP provided follow along support for the consumer?

In cases where a vendor must engage in a high degree of individualized service to help a consumer get a job in JWOD, why don't we pay for the hire?

How do you determine a suitable wage for a job that was "carved" and does not appear in ONET?

**Would an onsite visit be a confidentiality issue?**

Before you make the visit, you should discuss with the consumer why you need to do this and document this discussion in the case file.

**Have vendors been apprised of these standards and expectations?**

The *Employment Outcome* Paper is available to the public on the DVR Internet. Training for vendors is planned for the future.

**Would this be considered acceptable employment? A company employs an individual without a disability as a janitor. He works alone at night M, W, and F. They employ another individual with a disability as a janitor who works T, Th, and S. nights. He works with a job coach.**

The determination would be done on a case by case basis by looking at the level of interaction this person has with others who are not disabled. In this case because employees work alone in the evenings, you need to go to the next level of "typical interaction" for employees. For example, when the company has meetings or if the company hosts parties/picnics, etc., is the person with the disability invited?

**Are we required to use a particular form to complete onsite analysis?**

No particular form is needed. You should document your observations and conclusions in the case record.

**Have the job developers and CRPs statewide been instructed on the employment outcome standards so that jobs are not developed which do not meet the standards?**

Future training is planned. However, when working with a vendor and your consumer, you should explain to them what standards an employment goal needs to meet in order for DVR to support it.

**If a job is in an integrated setting, paid minimum wage or above, but it is "customized" or "carved", would it still meet the criteria? For example, it may not be a task or series of tasks typically announced in the open job market, but it is within a company or integrated setting and customized for that person's interests, etc. and the wage is comparable to what might be paid for that task or series of tasks.**

Yes, it would meet the standard for an employment outcome since the actual work tasks the person is performing are work tasks that are done in the general labor market, the wages are competitive, and the setting is integrated,

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If benefits are comparable to those provided by the CRP for their employees, it would meet the standard.

**In the scenario where a consumer is hired by a CRP into a JWOD position that has been determined to meet our definition of a suitable employment outcome, would we pay the 90 day retention fee of \$1400 if the CRP provided follow along support for the consumer?**

Yes, we can pay for job retention services provided during the 90 days follow along.

**In cases where a vendor must engage in a high degree of individualized service to help a consumer get a job in JWOD, why don't we pay for the hire?**

There are several reasons we do not pay for a hire in these situations. If the job development vendor is the employer for the JWOD position, and if DVR pays for a hire, a conflict of interest is created as described in the state contracting language. Additionally, the job developer must perform all (or be able to provide all) of the items listed in the technical specifications for job development to collect a hire payment on behalf of a consumer.

**How do you determine a suitable wage for a job that was "carved" and does not appear in ONET?**

One way to approach this is to look at individuals performing similar tasks in the labor market as part of their job, to get a general idea of what is being paid for those tasks. You could explore other options for gathering this information through consultation with the job development vendor, if one was involved, and your team.