



DVR Statewide Service Updates

Supported Employment

ANDY JOHNSON

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Questions?

Questions can be directed to:

andrew.johnson@dwd.wisconsin.gov





Training Objectives

- Understand Supported Employment Services
- Understand how a Sample Case will progress
- Understand how to Resolve Case issues – ***curveballs***





Training Objectives (cont.)

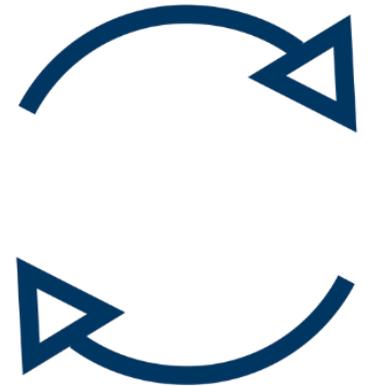
- Understand changes to Reporting
- Understand changes to the DVR statewide Fee Schedule
- Understand available Tools and Resources





Technical Specifications and Fees

- Process for changes:
 - Research
 - Feedback
 - Workgroups
 - Stakeholder Feedback
 - Editing



DVR Service Provider Webpage

PARTNERS

DVR collaborates with partner agencies on programs & services.

Our Partners

- > [Competitive Integrated Employment \(CIE\)](#)
- > [DVR Service Providers & Vendors](#)
- > [Interagency Agreements](#)
- > [WI Rehabilitation Council \(WRC\)](#)

Vocational Rehabilitation > DVR Service Providers

Service Provider Home

Announcements

COVID-19 Information

Required Trainings

Statewide Service Fee Structure

Technical Specifications

Information for DVR Service Providers

About

Existing Providers

Service Agreements

Scanning Information

Resources/Links

About

Statewide services include: Work Incentive Benefits Analysis, Internship/Temporary Work, Instruction, Job Preparation, Development and Placement, Supported Employment, Vocational Evaluation, IPS Supported Employment, and Customized Employment.

Need an Alternate Format?

If you have comments regarding any documents on DVR's website or need an alternate format, you may contact us via email at:

Vocational Rehabilitation > DVR Service Providers > Technical Specifications

Service Provider Home

Announcements

Required Trainings

Statewide Service Fee Structure

Technical Specifications

Need an Alternate Format?

If you have comments regarding any documents on DVR's website or need an

Technical Specifications & Sample Reports

Statewide Services

Other Services

Resources/Links

List of Services

- **Customized Employment** uses an approach called Discovery to identify strengths of an individual in community settings. Those strengths are then matched to fill the needs of a business and a job is customized. Customized Employment is an option when typical supported employment strategies have not been successful, or customized employment strategies may more successfully meet individualized support needs.





DVR Service Provider Webpage

Supported Employment

About

Service Details

Fee Schedule

Reports/Forms

Resources/Links

About

Supported Employment is competitive integrated employment in an integrated work setting in which an individual with a most significant disability, including a youth with a most significant disability, is working consistent with their unique strengths, abilities, interests, and informed choice, with ongoing support services.





Service Description

- Supported Employment (SE) consists of:
 - Competitive Integrated Employment (CIE)
 - Ongoing support services needed for the SE consumer to keep their job
- SE is available for youth and adults with a most significant disability





SE Career Profile

- SE Career Profile Service Details
 - Detailed referral
 - Before or after IPE created
 - Determine consumer's support needs
 - Recommendations





SE Career Profile Typical Case Progress

- Example: Fatima

- Fatima begins developing her IPE with DVR and SE Career Profile authorized
- Members of the SE team identified and feedback sought for the SE Career Profile
- Work Incentive Benefits Analysis services authorized
- Meet with VRC and SE team to review the profile and collect signatures





SE Career Profile Case Curveballs

- The consumer is in Category 2
 - SE Career Profile can still be completed
- The consumer has no LTS identified
 - Review all options, then consider private pay or SSA work incentives





SE Job Preparation and Development Plan

- SE Job Preparation and Development Plan Service Details
 - Job Preparation Activities – requires resume or job application sample
 - 90-day review in-person or by phone or email
 - Initial job supports plan or document plan for early supports





SE Job Preparation and Development Plan Typical Case Progress

- Example: Fatima
 - Fatima begins meeting with her job developer shortly after reviewing the SE Career Profile
 - Fatima's job developer practices job preparation skills with her and gauges her ability to interview independently or with support
 - Initial job supports are discussed to plan early for when Fatima is hired
 - Fatima's job developer submits monthly reports to DVR to document her progress





SE Job Preparation and Development Plan Case Curveballs

- Consumer has minimal work history
- Need for behavioral supports on the job
 - Coordinate with long-term care for type of support and funding strategies





SE Job Development, Hire & Report

- SE Job Development, Hire & Report Service Details
 - Maximize number of hours the consumer can work
 - Benefits analysis may occur at the same time job development continues
 - Service provider builds relationships with employers to create opportunities
 - Good job matches and likeliness for reduced need for workplace supports





SE Job Development, Hire & Report Typical Case Progress

- Example: Fatima
 - Fatima's job developer begins contacting businesses that Fatima has expressed interest in
 - Fatima continues working on job preparation skills with her job developer including mock interviewing to prepare her for interviews
 - If the SE team feels that Fatima would benefit from I/TW, assessments, or other services, those options should be explored as long as they are purposeful and time limited





SE Job Development, Hire & Report Typical Case Progress (cont.)

- Example: Fatima

- Fatima's job developer notifies DVR as within 5 days of hire to authorize Job and Task Analysis
- DVR authorizes Job and Task Analysis and Monthly Systematic Instruction for Fatima
- The SE team meets 60 days after hire to discuss progress and identify needed supports, concerns, and successes
- Documentation of agreement of SE team to continue with job until LTS





SE Job Development, Hire & Report Case Curveballs

- Short term I/TW and site supervisor expresses concerns with soft skills (cursing, not a team player, etc.)
- Job hire does not meet consumer's preference for hours, but is still employment at or above minimum wage
 - Discuss with the SE team if this is appropriate for the consumer and get feedback from consumer and guardian on how they would like to proceed





SE Transition to Long Term Support

- Supported Employment Transition to Long Term Support Service Details
 - Discussion required to secure appropriate time/plan to facilitate the transfer
 - Signatures required from all parties to confirm/document agreement for transition to LTS
 - Minimum 90 days on the job, does not mean that 90 days of Systematic Instruction must be provided
 - Case followed by DVR an additional 90 days minimum after transition has taken place





SE Transition to Long Term Support Typical Case Progress

- Example: Fatima

- Fatima and her SE team meet via phone and discuss the transition to LTS
- Agreement is reached on when the LTS provider will take over payment of ongoing supports
- DVR follows the Fatima in her job to ensure that the transition is successful for at least 90 days





SE Transition to Long Term Support Case Curveballs

- Consumer has no LTS
 - Discuss private pay and SSA Work Incentives
- Consumer has behavioral issues on the job
 - Discuss what types of ongoing support a VRC can help the consumer with vs. what needs to be coordinated with the Long-Term Care provider for behavioral support





SE Retention and Transition to Long-Term Support (6 Months)

- SE Retention and Transition to Long-Term Support Service Details
 - Same process as SE Transition to Long Term Support, except it only happens in the months following six months of ongoing support





SE Retention and Transition to Long-Term Support Typical Case Progress

- Example: Fatima
 - Fatima's transition process is the same as SE Transition to LTS, except it takes place later than six months after she starts her job





SE Retention and Transition to Long-Term Support Case Curveballs

- Ongoing support for a year or more from DVR



Service Notes

| | |
|---------------|--|
| \$950 | <p>Supported Employment Career Profile: Payable upon completion of acceptable service, meeting, plan, and report to DVR within five (5) business days of the conclusion of the last contact with the consumer. Initiation of service not to exceed 30 days from issue of service authorization.</p> <p><i>Code 047</i></p> |
| \$250 | <p>Supported Employment Job Development Plan: Payable upon completion of acceptable service, plan, and report to DVR within five (5) business days of the conclusion of the last contact with the consumer. Initiation of service not to exceed 30 days from issue of service authorization.</p> <p><i>Code 047</i></p> |
| Up to \$2,100 | <p>Supported Employment Job Development and Hire: Payable upon completion of acceptable service, timely monthly progress reports, 90-day plan review/update meetings, and hire report to DVR within five (5) business days of the conclusion of the previous month of service and within five (5) business days of hire. Initiation of ongoing services not to exceed 30 days from the issue of service authorization.</p> <p>Preferred Placement/Hire Outcome Payments:</p> <ul style="list-style-type: none"> • \$2,100 Preferred Outcome Payment – Must have 35+ hours per week and health insurance benefits <i>or</i> 35+ hours per week and \$12.00+ per hour • \$1,900 Preferred Outcome Payment – Must have 20+ hours per week and health insurance benefits <i>or</i> 20+ hours per week and \$9.00+ per hour • \$1,500 All Other Hires <p>Note: Hire offer for less than 15 hours per week will need DVR approval in advance</p> <p><i>Code 051</i></p> |



Service Notes (cont.)

| | |
|---------|--|
| \$1,200 | <p>Supported Employment Transition to Long-Term Support (LTS): Payable if transition occurs between three (3) to six (6) months of support. This service cannot occur until after the consumer has been employed for at least 90 days, complete and payable at the end of successful transition. Per DVR supported employment policy, DVR will keep the consumer's case open for an additional 90 days for follow-along support. Transition to LTS service payment can be processed upon receipt of an acceptable report. Report must be submitted within five (5) days of the conclusion of the previous month of service for progress reporting and within five (5) days of transition. <i>(Code 050)</i></p> |
| \$500 | <p>Supported Employment Retention and Transition to Long Term Support (LTS): Payable at the end of successful transition when transition to LTS occurs after month six (6) of employment. Per DVR supported employment policy, DVR will keep the consumer's case open for an additional 90 days for follow-along support. Transition to LTS service payment can be processed upon receipt of an acceptable report. Report must be submitted within five (5) days of the conclusion of the previous month of service for progress reporting and within five (5) days of transition. <i>(Code 050)</i></p> |



Fiscal Considerations

| Service | PO Lines | Timeframe | Update Timeframe |
|---|----------|--|---|
| Career Profile | 1 | 6 months max | |
| <ul style="list-style-type: none">SE JD PlanSE Hire | 2 | 6 months | Additional 6 months New PO after 12 months |
| <ul style="list-style-type: none">SE RetentionJob/Task AnalysisMonthly Systematic Instruction | 3 | <ul style="list-style-type: none">6 months60 days3 months <i>(Recommended)</i> | *PO for retention must be created within 10 days of hire notice |





Service Reports/Forms

- SE Career Profile Report
- Job Development Plan & Monthly Report
- Job Hire & Retention Report
- Initial Employment Support Plan – Optional (DVR-18034-E)
- Job and Task Analysis and Systematic Instruction
- Transition to Long Term Support Report



Service Resources

- Wisconsin Association for Persons Supporting Employment First: <http://www.wiapse.org/>
- Wisconsin Board for People with Developmental Disabilities: <http://www.wi-bpdd.org>
- DVR Supported Employment: <https://dwd.wisconsin.gov/dvr/policy-guidance/supported-employment>
- Competitive Integrated Employment Guidance (TBD)



Questions?

DVRStudyHallQuestions@dwd.wisconsin.gov





Contact Us



Andy Johnson

andrew.johnson@dwd.wisconsin.gov

