

WISCONSIN



DWD

Division of Vocational Rehabilitation Statewide Service Updates

Supported Employment

Spring 2022 Release

Questions?

Questions can be directed to:

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Training Objectives

- Understand the purpose of the service
- Understand all services in the category and how they are related
- Identify important elements of each service and important changes



Training Objectives

Show Resources for:

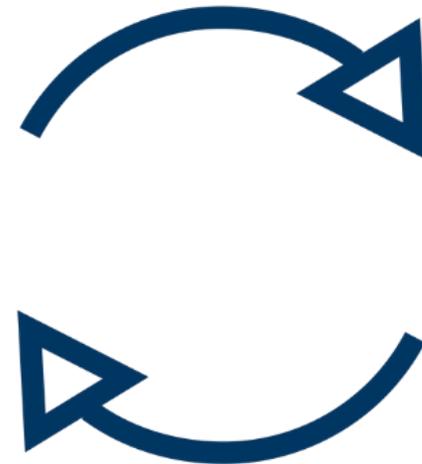
- Reporting
- DVR Statewide Service Fee Schedule
- Service-related tools



Technical Specifications and Fees

Process for changes:

- Research
- Feedback
- Workgroups
- Stakeholder Feedback
- Editing



DVR Service Provider Webpages

Main Page Link:
<https://dwd.wisconsin.gov/dvr/service-providers/>



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Technical Specifications & Sample Reports

Statewide Services

Other Services

Resources/Links

List of Services

- **Customized Employment Services** is a set of services that uses an approach called Discovery to identify the strengths of an individual in community settings. The role of the service provider in Customized Employment is to facilitate customizing a job for the individual matching those strengths to a business's needs. Customized Employment is an option when typical supported employment strategies have not been successful, or when customized employment strategies may more successfully meet a consumer's individualized support needs.
- **Individualized Placement and Support (IPS) Services** is an evidence-based model of Supported Employment services for consumers with the most significant disabilities (Category 1) who have a primary diagnosis of serious and persistent mental illness or substance use disorders and need long-term support to maintain a job. IPS services are provided in a working alliance with mental health services and include planning for employment, job development, job placement, on-the-job support, transition to long-term support, and successful employment. To build ongoing collaboration, DVR attendance at meetings and continued use of information from the IPS Employment Center is encouraged, including resources on implementation of the IPS model, agency guidance, fidelity reviews and recommendations, policies, and regulations.
- **Internship/Temporary Work (I/TW)** is a time-limited, paid work experience. This service is designed to provide DVR consumers in-depth knowledge of day-to-day work requirements in a competitive integrated setting. Possible purposes may be to try out a job, determine an appropriate vocational goal, determine needs for rehabilitation technology or job accommodations, assist with work hardening, or develop a current work reference or new skills.



DVR Service Provider Webpages

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Supported Employment

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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	Purpose	Timeframes	Deliverables	Payment
Supported Employment Career Profile	To gather employment information about the consumer and those on the support team.	90 days	1. Career Profile Report. 2. Required meeting with all parties in-person, by phone, or virtually.	\$950
Supported Employment Job Development Plan	Develop a plan for the consumer to obtain, maintain, and sustain employment.	30 days	1. Job Development Plan. 2. Resume or completed sample job application. 3. Optional meeting.	\$250
Supported Employment Job Development and Hire	To engage local businesses in systematic job development leading to a good job match for the consumer.	Review every 90 days with all parties in-person, by phone, or virtually. Case notes required if review is not in person. Job Development Monthly Report(s). Hire Report.	1. Review every 90 days with all parties in-person, by phone, virtually. Case notes required if review is not in person. 2. Job Development Monthly Report(s). 3. Hire Report.	\$2,100 35+ hours per week and health insurance benefits or 35+ hours per week and \$12 per hour minimum -or- \$1,900 20+ hours per week and health insurance benefits or 20+ hours per week and \$9 per hour minimum



Statewide Service Process

- How a service is authorized
- How a referral is made to the provider
- Role of communication
- DVR typical case progress in this category
- Reporting
- Invoicing



Supported Employment

About **Supported Employment**

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

- Includes 7 Supported Employment Services



Supported Employment Team

About **Supported Employment**

- DVR Consumer is at the center of the team.
- Long term care partners should be invited to meetings.
- Important aspects are discussed with a goal of reaching agreement.
- Team members should share information and resources.



Supported Employment

Services in the category:

- Career Profile*
- Job Development Plan
- Job Development and Hire
- Job and Task Analysis/Systematic Instruction* (Including Job Retention)
- Job Retention *NEW*
- Transition to Long Term Supports* (Less than 6 months/6+ months)

*Coordination with long term care required



Career Profile

Service Details

- Goal: to determine the best job match for the consumer, support needs, identify past performance and experience, gather information from individuals who know the consumer well.
- Information in the Career Profile report is collected in meetings, in the community, includes identified strengths and barriers, establishes the SE team who then meet and review the report, recording agreement for next steps, resources and employment.



Job Preparation and Development Plan

Service Details

Includes: the employment goal, hours and area(s) of interest, responsibilities of each SE team member, contact standard, initial discussion about job supports, and identify needed employment preparation services.



Job Development, Hire, and Report

Service Details

- Supported Employment job development relies on relationship building with employers to create opportunities for SE consumers in the workplace. The outreach should focus on a good job match and reduce the need for workplace support while maximizing consumer independence.
- Employer contacts and progress made by the consumer in job preparation should be included in reporting. Progress is reviewed every 90 days.
- Upon a job offer, DVR should be notified within 5 days to review the job match and to authorize support services. The support plan section should be updated for the new position in the hire report.



Job/Task Analysis Monthly Systematic Instruction

Service Details

- This service is provided in two parts, initially a task analysis to determine the tasks that make up a job followed by targeted and systematic instruction planning based on what the consumer needs to learn. Almost all consumers will receive this service.
- Monthly Systematic Instruction uses individualized strategies to match the learning needs of the consumer, planning for fading of supports and use of employer training and natural supports is emphasized.
- Ideally a consumer would become as independent as possible and stabilize the need for job skill training.



Job Retention vs. Monthly SI

Job Retention Services	Monthly Systematic Instruction (SI)
<ul style="list-style-type: none">• Communicate directly on a weekly basis with the consumer• Provide other supports as is detailed in the job supports plan section of the Hire report. (Examples: assistance with schedule, work related clothing, supplies, identify transportation options)• Contact the employer and DVR.	<ul style="list-style-type: none">• Communicate directly on a weekly basis with the consumer• Provide other supports as is detailed in the job supports plan section of the Hire report. (Examples: assistance with schedule, work related clothing, supplies, identify transportation options)• Contact the employer and DVR.
<ul style="list-style-type: none">• Not included	<ul style="list-style-type: none">• Provide instruction for job tasks to fade over time. (Example: demonstrate restocking, provide verbal instructions for restocking, observe restocking with verbal affirmation of successful completion by consumer)



Job Retention

Service Details

- Used if a consumer does not need on site systematic instruction to learn job tasks, or to be redirected back to attend to job tasks.
- Includes regular weekly check ins with the consumer and the employer seeking to identify any issues that need resolution. Including: attendance, wages, scheduling, training and progress, problem-solving strategies.
- If the consumer needs to learn job tasks monthly SI should be requested and the need explained as soon as possible from DVR.



Transition to Long Term Support-Six Months

Service Details

- This service is to secure an appropriate plan and time to facilitate the transition to long term support services with 6 months or less including any supports provided to encourage fading.
- The SE team must agree to the plan to provide a transition of supports to the consumer. The transition should occur on the last business day of the month.
- DVR continues to follow along for another 90 days prior to case closure.



Retention and Transition to Long Term Support-Six Months +

Service Details

- This service is to secure an appropriate plan and time to facilitate the transition to long term support services beyond 6 months including any supports provided.
- The SE team must agree to the plan to provide a transition of supports to the consumer. The transition should occur on the last business day of the month.
- DVR continues to follow along for another 90 days prior to case closure.



Case Curveballs

- Employment goal change
- Job duties added
- IRIS funding/budget update
- Systematic Instruction not needed/Supervision needed



Reports/Forms

- SE Career Profile Report
- Job Development Plan and Monthly Report
- Job Development Hire Report
- Job and Task Analysis and Systematic Instruction Report
or Job Retention Report
- Transition to LTS Report



Fee Schedule/Service Notes

When requested and approved by DVR:

- Monthly SI to Retention-services and payment will transition at the **start of the next month.**
- Retention to Monthly SI-services begin **as soon as DVR approves** (no matter how much time remains in the month), Monthly SI is paid for the month.



Purchase Orders and Invoicing

- DVR will issue POs to reflect the timeframe to deliver the service, extending POs as needed.
- DVR staff should follow PO construction guidance and policy.
- Service Providers may not seek or accept payments from another source for the same consumer and service funded in the same timeframe as DVR.
- Providers should have supplemental documentation to justify service delivery invoiced to DVR.



Resources/Links

- Competitive Integrated Employment Guidance
- DVR Supported Employment Guidance
- Job Center of Wisconsin
- Role and Responsibilities document
- Wisconsin Association for Persons Supporting Employment First
- Wisconsin Board for People with Developmental Disabilities
- Wisconsin Job Center Publications (Multiple titles for viewing or printing)
- Wisconsin labor market information: [Visit WisConomy.com](http://WisConomy.com)



Qualifications and Metrics

- Qualifications: New training expectation in 2024. APSE/ACRE/IPS Training will be required within 6 months of job start with a provider.
- Metrics: DVR has identified criteria for establishing baseline quality information and will eventually establish goals for quality improvement with our provider partners.

Details and discussion will take place in the future for both updates



Contact Us

QUESTIONS AND COMMENTS:

DVRServiceProviders@dwd.wisconsin.gov

