

# Supported Employment 21<sup>st</sup> Century Vision

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## Vocational Rehabilitation

- Adult Career and Continuing Education Services – Vocational Rehabilitation (ACCES-VR)
- New York State Commission for the Blind – (NYSCB)

Office for People With Developmental Disabilities (OPWDD)

Office of Mental Health (OMH)

# Who We Are

VR

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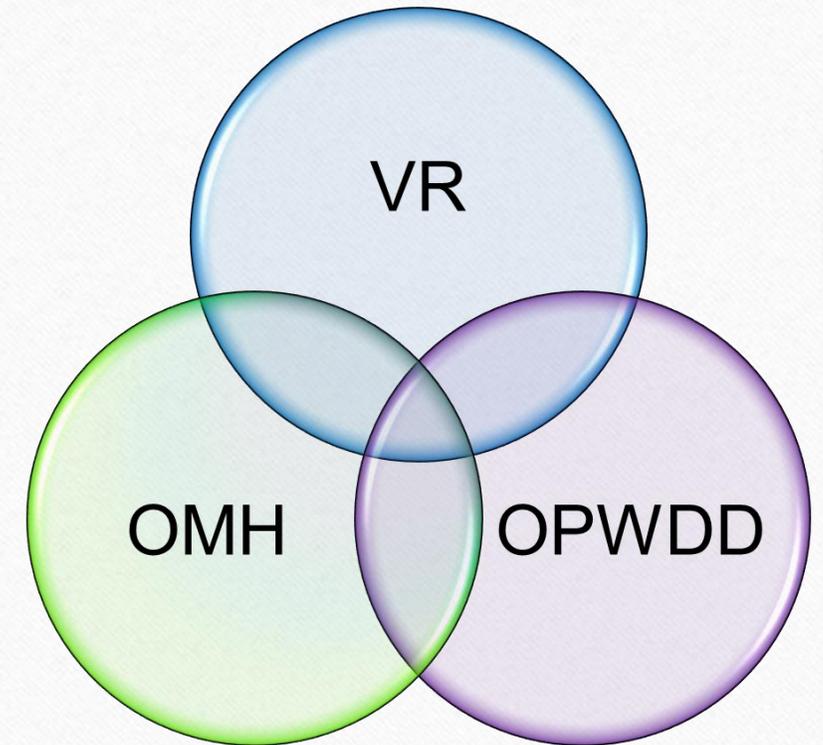
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# Today's Session

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- Define key terms
- Recognize commonalities of supported employment for VR, OPWDD, OMH
- Identify some of the differences, and particularly the different expectations based upon funding streams
- Discuss the key role that informed choice and person-centered planning play in the decision process of who should fund the service
- Talk about how supported employment has changed and continues to change in New York State
- Learn from a dialogue with the audience on what guidance may be needed

# Supported Employment

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- Employment Support services are the supports to participants who, because of their disabilities, require **support** to obtain and maintain an individual job in **competitive** or **customized** employment, or self-employment, in an **integrated** work setting in the general workforce for which an individual is compensated at or above the federal, state or authorized minimum wage.

# Employment Supports

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Job  
Development

Job Coaching

Negotiation with  
Business

Job Analysis

Job Carving

Career  
Advancement  
Services

Acquiring Site  
Appropriate  
Workplace  
Behaviors

Understanding  
and Using  
Benefits of  
Employment

Problem Solving  
Assistance

Social Skills  
Training

# Competitive Employment

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*Refers to competitive wage/earnings as well as equality of benefits and advancement for those with and without disabilities in a workplace.*

Put simplistically, each State Agency presenting today, can agree it is:

- Earning prevailing or minimum wage in the general workforce

# Customized Employment

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- Customized Employment is a flexible process designed to personalize the employment relationship between a job candidate or employee and an employer in a way that meets the needs of both. It is based on identifying the strengths, conditions, and interests of a job candidate or employee through a process of discovery.
- Customized Employment also identifies the business needs of an employer. Together, these create a match resulting in a customized position. Employers use Customized Employment to meet unmet needs, whether longstanding or newly identified.

# Integrated Employment

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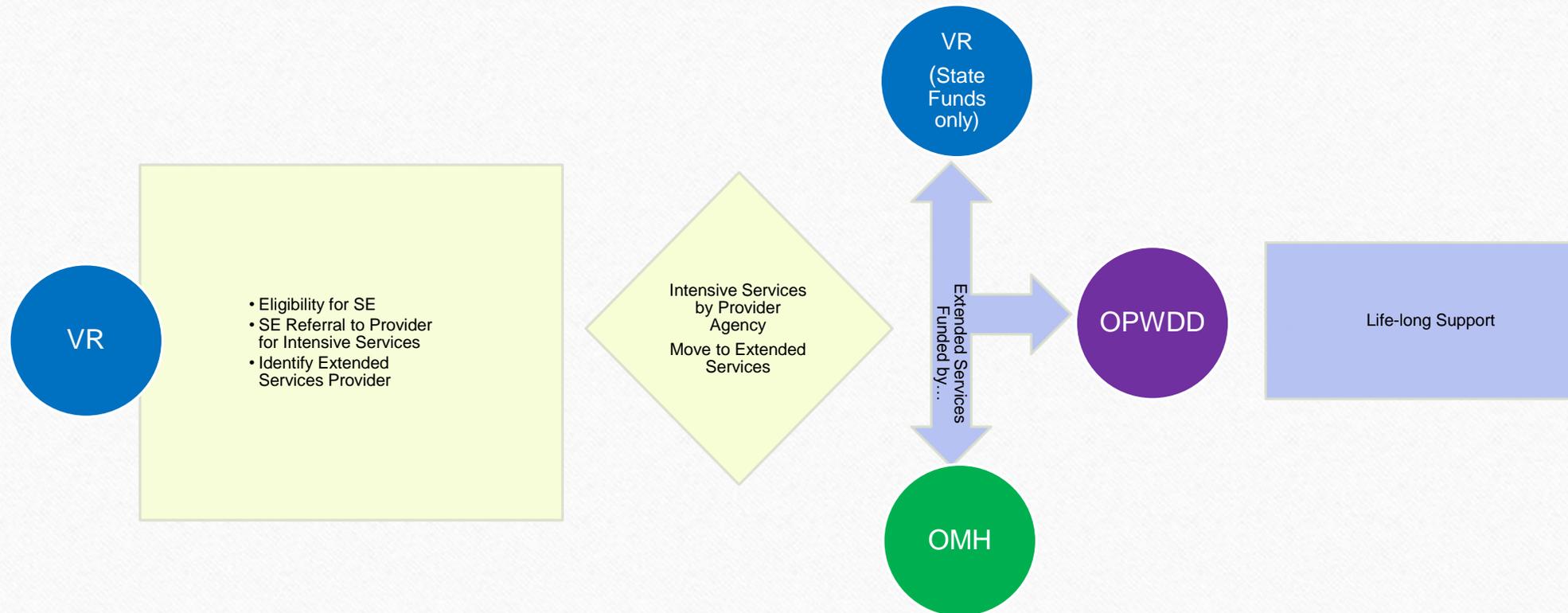
- Integrated Employment is employment in the general workforce where there is opportunity to interact with other employees without disabilities.

# Supported Employment is Evolving

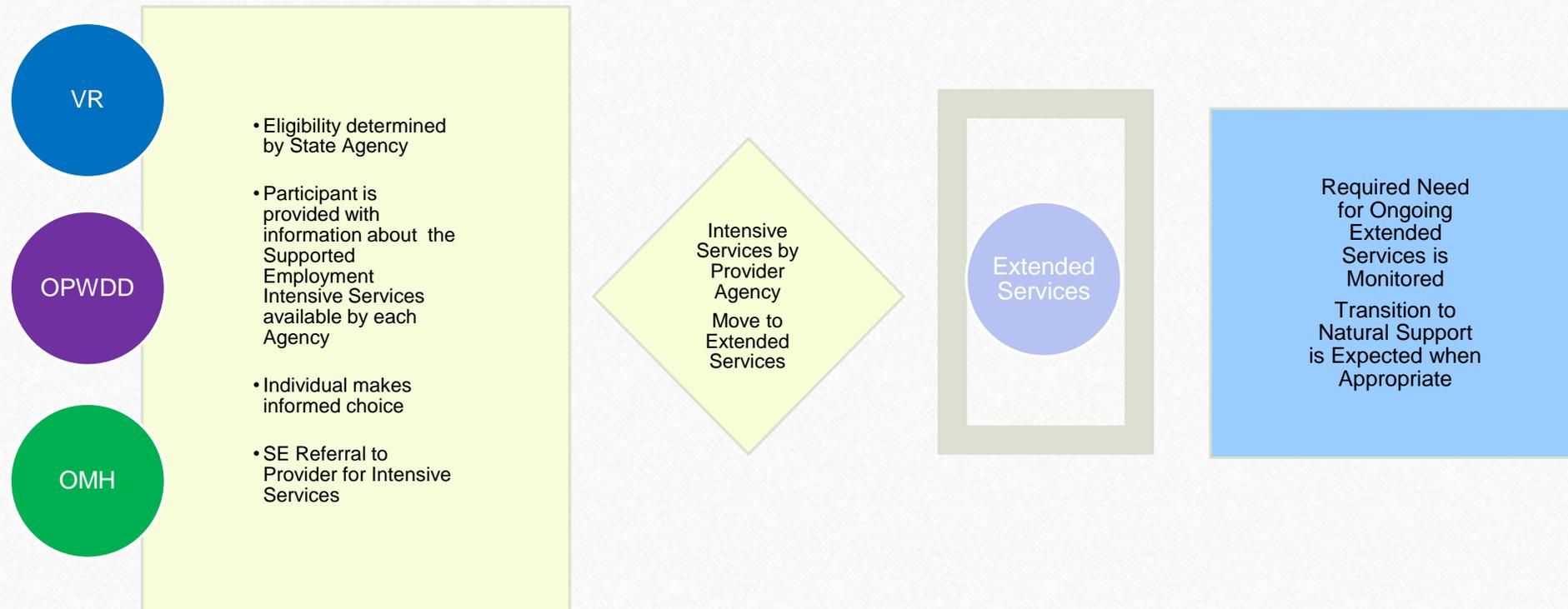
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- Medicaid and HCBS Waiver services
- WIOA
- We are challenged to look at how to use new options while still maintaining adherence to rules and expectations that may not fully align

# State Agencies “OLD” Process Flow

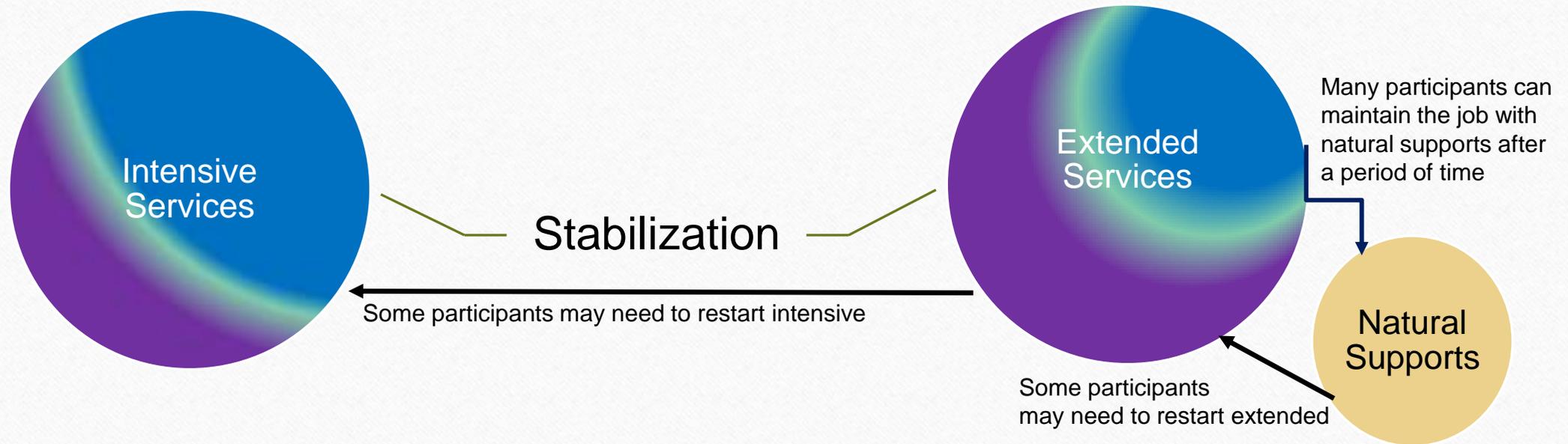


# State Agencies Evolving Process Flow



# Extended Ongoing Support

Supported Employment Services Evolving to Embrace Integration



# Who is Served?

## VR

Individuals with a physical or mental impairment that prevents, or significantly effects one's ability to prepare for, enter into, retain or advance in employment

- ACCES-VR will serve all disabilities with the exception of legal blindness, who are served through the NYS Commission for the Blind

## OPWDD

Individuals with developmental disabilities with established OPWDD eligibility and HCBS Waiver enrollment.

## OMH

Individuals with serious mental illness who need support to be successful in attaining and sustaining employment.

# VR Program Eligibility

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A person is eligible for vocational rehabilitation services if the individual:

- has a physical or mental impairment that is a substantial impediment to employment;
- can benefit in terms of achieving an employment outcome consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice; and
- requires vocational rehabilitation services to prepare for, secure, retain, regain or advance in employment.

# Supported Employment for VR Participants

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- Intended for individuals for whom competitive employment has not traditionally occurred, or has been interrupted or intermittent as a result of a **most significant disability**, and who need ongoing supports to maintain their employment
- The expectation is for the individual to obtain a job in a **competitive integrated setting** for the maximum number of hours possible based on the individuals employment factors.

# OPWDD Supported Employment Program Eligibility

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- Individuals with a developmental disability.
- Individuals with established OPWDD eligibility.
- Individuals enrolled in or eligible for HCBS Waiver.\*
- Individuals with a stated goal of obtaining and maintaining competitive employment.

\*Contact DDRO for other options.

# OMH Program Eligibility

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- Adults 18 years of age or older
  - Serious Mental Illness
  - Functional Deficit due to Mental Illness
- \* *Individuals can be served regardless of insurance coverage or inability to pay for services*

# Intensive Supported Employment Services

VR

- Supported employment services are the ongoing support services that are necessary to obtain and maintain an individual in employment.

OPWDD

- Supported employment services principally for individuals needing job development and high levels of support.

OMH

- Individualized and person centered services to assist the participant to obtain and sustain integrated, competitive employment.
- Individual Placement & Support (IPS) is the recommended approach.

# Extended Supported Employment Services

VR

- Extended services are those services that are needed to support and maintain the individual in SE. Extended services are provided after an individual has made the transition from intensive.

OPWDD

- Individualized services and supports provided to individuals in a competitive job in an integrated setting.

OMH

- Individualized services and supports to assist the participant in sustaining integrated, competitive employment

# Employment Stabilization

VR

- Occurs when the individual's work performance reaches a level acceptable to the employer, and the job coaching and related ongoing support services have diminished to the level necessary for maintenance.

OPWDD

- OPWDD does not use this term.

OMH

- Participant is able to sustain integrated, competitive employment through ongoing services and supports.

# Integrated Setting

VR

- The job must be available to the general public; the individual is employed under the same working conditions as others in similar positions (e.g. work, hours, rest room facilities, lunch or other break arrangements, entrance/exits)
- The individual has ongoing interaction, on the job site as part of their work responsibilities, with other workers without disabilities (not including supervisory personnel or individuals who are providing services to such employees) in the same or comparable occupations.

OPWDD

- Individuals have an opportunity to work alongside individuals without disabilities and/or interact with the general public.

OMH

- Individuals have an opportunity to work alongside individuals without disabilities and/or interact with the general public.

# Pre-Employment Services

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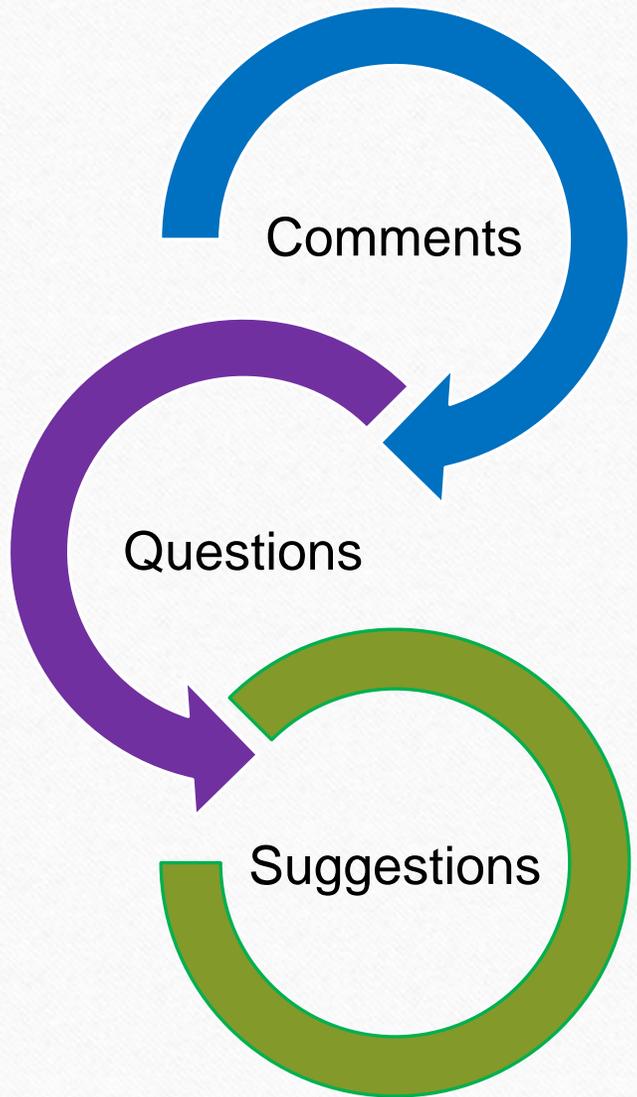
- Assessment and Evaluations
- Work Readiness
- Benefits Advisement

OPWDD

- Pathway to Employment
- Community Pre-Voc
- Day Hab without Walls (Socialization)
- Community Habilitation

OMH

- Individualized services are intended to identify and strengthen skills critical to performing a job in an integrated, competitive setting.



*More to  
Come.....*



Work-in-progress

# Presenter Contact Information

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## VR

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