

21st Century Supported Employment

Presenters: Colleen Cherock
Michelle Barlow
APSE 2018

This material has been vetted by
ACCES-VR Central Administration/VR-TU



Training Objectives

- ▶ Review the significant changes to the supported employment program under WIOA
- ▶ Review new terms and definitions
- ▶ New services
- ▶ New processes



Cha-Cha-Cha-Changes

- ▶ Competitive Integrated Employment
- ▶ Supported Employment
- ▶ Supported Employment Services
- ▶ Customized Employment
- ▶ Customized Services
- ▶ Participant
- ▶ Youth with a Disability
- ▶ Extended Employment Services
- ▶ Job Stabilization
- ▶ Employment Outcome
- ▶ Exit



Applicant vs Participant

- ▶ Submitted an Application
- ▶ Name
- ▶ Date of Birth
- ▶ Signature
- ▶ Address
- ▶ County of Residence
- ▶ Eligible,
- ▶ Has an approved and **signed** IPE
- ▶ IPE service has begun



4

The Evolution of Supported Employment

- | | |
|---|--|
| <p>WIA</p> <ul style="list-style-type: none"> ▶ Find and maintain employment ▶ Job ▶ Intensive up to 18 months ▶ Integration- work site ratios | <p>WIOA</p> <ul style="list-style-type: none"> ▶ Support and maintain ▶ Career ▶ Intensive up to 24 months ▶ Quality of Integration |
|---|--|



5



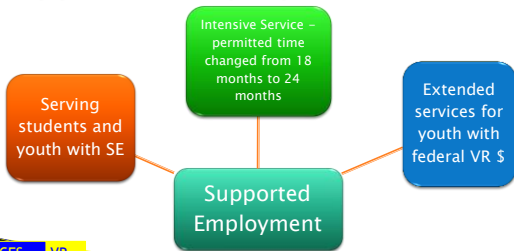
Statuses

- ▶ 18 -Training
- ▶ 22 -In Employment
- ▶ 26 -Rehabilitated



7

Supported Employment



8

Question 1.

How often did a job seeker require 18 months of intensive services?



9

Factors To Consider When Determining Whether a Setting Meets **Integration** Standards

- ✓ Job titles, duties, descriptions and promotional opportunities
- ✓ The work is performed independently and/or with a typical level of supervision
- ✓ Employees interact with individuals who do not have disabilities (co-workers, customers and the general public);
- ✓ Employees with disabilities are not isolated or restricted to one room or area



10

Factors To Consider When Determining Whether a Setting Meets **Integration** Standards

- ✓ The work performance is held to industry standards
- ✓ Opportunities for growth
- ✓ Work is driven by the need of the employer
- ✓ Business has diversified workforce



11

Indicators of Stabilization?

- ▶ Knowledge of essential job functions
- ▶ Attendance and punctuality
- ▶ Social adjustment in the work place



12

Extended Services

Services that are needed to support and maintain an individual in supported employment.

- ▶ Adults – Status 26
- ▶ Youth receiving extended services provided by another source – Status 26



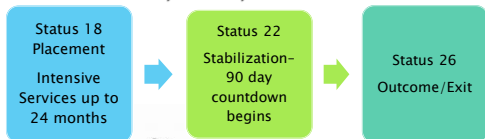
13

Extended Services for Youth CSC 582X

- ▶ “Youth with a disability”– is not younger than 14 years of age, and not older than 24 years of age
- ▶ WIOA mandates that the VR agency make available extended services for youth for a period **not to exceed four years.**

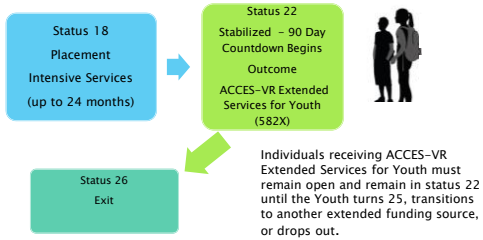


Supported Employment Process – ACCES-VR State Funds, OMH, OPWDD



15

Supported Employment Process- ACCES-VR Extended Services for Youth Process CSC 582X



16

Short-Term Basis

- ▶ In the definition of supported employment, short-term basis is described as follows:

Short-term Basis. For purposes of supported employment, an individual with a most significant disability, whose supported employment in an integrated setting does not satisfy the criteria of competitive integrated employment, is considered to be working on a short-term basis toward competitive integrated employment so long as the individual can reasonably anticipate achieving competitive integrated employment.



17



Employment Customization

- ▶ Case Service Code 510X
- ▶ Direct Placement
- ▶ Supported Employment
- ▶ Face to face with employer and participant
 - create** job duties and description
 - create** work schedule



18

Employment Outcome — Changes from Prior Definition

- Added a specific reference to customized employment as a form of competitive integrated employment.
- Eliminated uncompensated outcomes
 - homemaker and
 - unpaid family workers.



19

Example 1.

Bob is 42 years old, he's been placed in a job and has completed 24 months of supported employment services and has transitioned to extended services.

He's been stable for a minimum of 90 days after transitioning to extended services.

- ▶ Has Bob achieved an employment outcome?
- ▶ Can the service record be closed?



Example 2.

What if Bob is a youth and he is receiving ACCES-VR federally funded Extended Services for Youth. **CSC 582X**

- ▶ Has Bob achieved a supported employment outcome?
- ▶ Can the service record be closed?



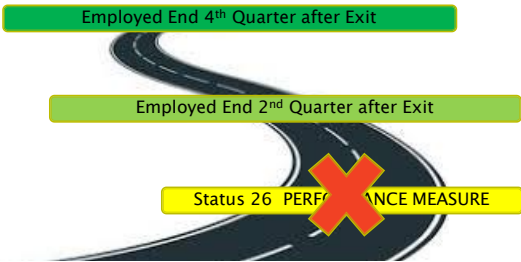
Performance Measures

- ▶ Employment Rate 2nd and 4th Quarter after Exit
- ▶ Median Earnings in the 2nd Quarter after Exit
- ▶ Credential Attainment
- ▶ Measurable Skill Gain



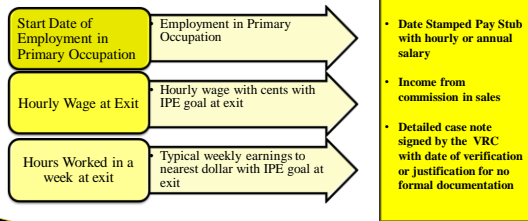
22

Performance Measures



23

Required Documentation



24

Question 2.

What impact should the change in performance measures and the length of extended employment for youth have on the provision of Supported Employment Services? (CSC 582X)



25

Question 3.

How will the new performance measures change how we provide services?



26

Next Steps

- ▶ Conversations
 - Develop a plan to share information
 - How to reinforce changes?
 - What support is needed?



27

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



28

New Terms for \$200

This term refers to a service designed to meet the business needs of the employer, and is carried out through flexible strategies.

Answer: What is Customized Employment



29

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



30

New Terms for \$400

This term refers to work and establishes three essential criteria for employment including competitive earnings, integrated location, and opportunities for advancement

Answer: What is Competitive Integrated Employment.



31

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



32

New Terms for \$600

This term means an individual with a disability that is not younger than 14 and not older than 24.

Answer: What is a youth with a disability.



33

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



34

Terms for \$800

This term refers to a person who has a signed IPE and has begun receiving services from ACCES-VR.

Answer: What is a Participant



35

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



36

Supported Employment for \$200

Supported employment services funded by ACCES-VR are limited to _____ months beginning on the first day the participant works at the job site.

Answer: What are 24 months unless under special circumstances, the individual and the counselor jointly agree to extend the time in order to achieve the employment outcome identified on the IPE.



37

New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



38

Supported Employment for \$400

True or False – SE funds can only be utilized for activities to support individuals once those individuals are placed on a Supported Employment worksite.

Answer: What is True.



39

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



40

Supported Employment for \$600

This service is provided to youth using federal and state funds for up to 48 months.

Answer: What are ACCES-VR Extended Services for Youth

Answer: 582X



41

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



42

Supported Employment for \$800

This service provides assurance to the supported employee that help is available if a problem arises.

Answer: What are Extended Services.



43

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



44

Outcome for \$200

To satisfy the definition of "competitive integrated employment," the employment outcome must satisfy what three essential components...

Answer: What are competitive wages, integrated location, and provide opportunities for advancement.



45

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



46

Outcome for \$400

In WIOA, these five words are used to mean a setting in the competitive labor market.

Answer. What is "Typically Found in the Community"



47

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



48

Outcome for \$600

When an individual has been working for a minimum of 90 days. The case is closed in what ACCES-VR status.

Answer: What is 26.



49

New Terms	Supported Employment	Outcome	Potpouri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



50

Outcome for \$800

This employment outcome type satisfies the criteria of competitive integrated employment when the individual is working towards competitive wages in supported employment.

Answer: What is on a short-term basis.



51

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



52

Potpourri for \$200

Who is responsible for documenting whether a particular employment position is in an integrated setting?

Answer: Who are Community Rehabilitation Providers.

To attest or certify that the information is correct



53

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



54

Potpourri for \$400

True or False – Status 26 is a Performance Measure

Answer: What is false



55

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



56

Potpourri for \$600

True or False – Stabilization begins Day 1 . of employment?

Answer: False – The 90-day clock for rehabilitation will begin **after** a participant has transitioned to extended services.



57

JEOPARDY!			
New Terms	Supported Employment	Outcome	Potpourri
200	200	200	200
400	400	400	400
600	600	600	600
800	800	800	800



58



59

Potpourri for \$800

Knowledge of essential job functions, attendance and punctuality, and social adjustment in the work place are all indicators of what...

Answer: What is Stabilization



60



61

Final Jeopardy

In January of 2001 ACCES-VR could no longer support sheltered employment as a valid employment outcome. What two employment outcomes were eliminated as a result of WIOA?

Answer: *What are Homemaker and Unpaid Family Worker*



62

Send Questions on Today's Training to:

VRPolicy@nysed.gov

Thank You!