

OPWDD Services and CMS Guidance*

Pathway to Employment - Discovery

An opportunity for an individual to participate in vocational community experiences for ONE YEAR to help determine the individual's skills, abilities, and unique talents AND allow the individual to make informed decisions. This service was designed for individuals who need to have community experiences before competitive employment is considered.

Career Planning CMS Core Service Definition

Career planning is a person-centered, comprehensive employment planning and support service that provides assistance to obtain competitive employment. It is a focused, time limited service engaging a participant in identifying a career direction and developing a plan for competitive, integrated employment.

*CMS Guidance September 16, 2011



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SUPPORTED EMPLOYMENT (SEMP)

Services to support an individual in obtaining or maintaining competitive employment IN THE GENERAL WORKFORCE paying at least minimum wage.

Supported Employment (SEMP) CMS Core Service Definition

The outcome of this service is sustained paid employment at or above the minimum wage in an integrated setting in the GENERAL WORKFORCE in a job that meets personal and career goals.

*CMS Guidance September 16, 2011



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OPWDD Community Prevocational Services

An opportunity for an individual to participate in volunteer/vocational community experiences to help provide the individual with experiences that prepare them for competitive employment paying minimum wage in an integrated setting.

Prevocational Services – CMS Core Service Definition

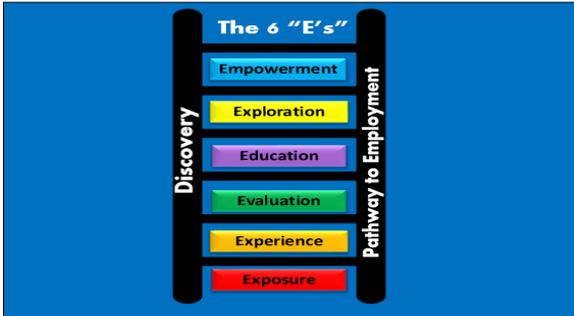
Services that provide learning and work experiences, including volunteer work, where the individual can develop general, non-job-task-specific strengths and skills that contribute to employability in paid employment. Services are expected to occur over a defined period of time with specific outcomes.

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Preparing for Competitive Employment



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Tools in the Toolbox

Prevocational	Pathway to Employment	Employment Training Program (ETP)	Supported Employment (SEMP)
Prepares people for paid community employment or more independent meaningful activities for 1 year or more (transition to Pathway or ETP/SEMP)	Creating a Career and Vocational Plan (278 hours in 1 year) to determine if job development is the right service (transition to ACCES-VR or ETP/SEMP)	Discovery job development and Intensive SEMP Services	Job Coaching, Job Development and Life-Long Supports on a Job
Discovery, community work experiences, volunteer opportunities and career planning	Discovery, community work experiences, and develop a vocational goal	Internship opportunity at a community business	Community based, competitive, integrated employment
Unpaid or Paid Work Experiences or Volunteer	Unpaid or Paid Work Experiences or Volunteer	Wages paid by OPWDD until business hires if successful	Paid by business at minimum wage or higher

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Which Services Fit the Person's Skills, Experience and Support Needs?

OPWDD Career and Employment Services Options:

Person has no community or work experiences and no Discovery	Person has limited community or work experiences and no Discovery	Person has community and work experiences and has completed Discovery
<ul style="list-style-type: none"> • Pathway to Employment • Community Prevocational Services 	<ul style="list-style-type: none"> • Pathway to Employment • Employment Training Program (ETP) 	<ul style="list-style-type: none"> • Employment Training Program (ETP) • ACCES-VR • SEMP

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Let's think about where the person is on their journey to employment!



Matrix of Employment Supports*

	PATHWAY TO EMPLOYMENT	COMMUNITY PRE-VOC	INTENSIVE SEMP	EXTENDED SEMP	
Discovery & Voc Assessments	YES	YES	LIMITED	NO	
Volunteer Job Learn Voc Skills	YES	YES	NO	NO	
Job Dev for Integrated Min Wage Job	NO	NO	YES	SECOND JOB OR 45 DAYS	
Job Coaching Job Earning 50% Prev Wage	NO	YES	NO	NO	
Job Coaching at Integrated Min Wage Job	YES	NO	YES	YES	
Job Related Social/Interpersonal Skills Training	YES	YES	LIMITED	LIMITED	

*For illustration purposes, there may be extenuating situations.



Scenario 1

Kara has attended the workshop for 15 years. She recently stated that she wants to work, but only wants to cook in a restaurant. She has a lot of experience helping her mom cook, but has not had paid, work experience outside of the workshop which offers production work.

What would be the next steps?

- Discuss Pathway to Employment and explain that there are various types and environments in food service and restaurants. Kara can visit, explore and research food services possibilities, as well as other career options she may not have considered yet. Upon Kara's approval, staff would enroll Kara in Pathway to Employment.



Scenario 2

Thomas just finished Pathway to Employment and his Discovery/Employment Plan recommends that Thomas pursue employment working in outdoors lawn/maintenance work. ACCES-VR recommended that Thomas' pursue employment funded by OPWDD, because he has higher support needs and limited work experience.

What would be the next steps?

- Complete an Employment Training Program (ETP) application.
- If the ETP application is approved, Intensive SEMP will be approved and the agency can enroll Thomas in SEMP.
- Make sure that the job developer is utilizing the Discovery/Employment Plan to direct the job development.



Scenario 3

Astrid was employed as a laundromat attendant for 12 years within 3 blocks from her home. The laundromat recently closed and Astrid needed to pursue new employment to pay for her apartment and daughter's daycare.

Astrid wanted to work in retail either stocking or customer service. Astrid was accepted by ACCES-VR and began working at Staples hour stocking shelves and various customer service duties. Astrid has completed ACCES-VR and is in the OPWDD Waiver.

What would be the next steps?

- Enroll Astrid in SEMP and bill extended services since she has a job earning minimum wage or more in an integrated setting.



Scenario 4

Caroline was hired by Pizza Hut, where she worked while in school. Caroline graduated 6 months ago and receives job coaching from a supported employment provider. The provider is billing Extended SEMP, however, Caroline needs more than 200 hours of Extended SEMP.

What would be the next steps?

- Since Caroline is already enrolled in SEMP, the provider can request additional hours by completing a Request to Bill Additional Extended Hours.
- Staff will monitor fading and continue to support Caroline at the job site and off-site, as needed.



Questions?



THANK YOU!

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