



COMMUNITY EMPLOYMENT

DEFINITIONS AND FUNDING SOURCES

COMPETITIVE EMPLOYMENT (COMMUNITY EMPLOYMENT)

Work in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting and for which the individual is compensated at or above minimum wage, but not less than the customary wage and levels of benefits paid by the employer for the same or similar work.



CAREER EXPLORATION:

The process of learning about yourself and the world of work, identifying and exploring potentially satisfying occupations and developing an effective strategy to realize your goals.

Currently Funded by: OOD or Ross County Board of DD

Proposed to be an IO and Level 1 waiver service as part of Career Planning



BENEFITS ANALYSIS:

Utilizing a professional benefits analysis (or calculator) to determine the effects of employment on SSI, SSDI, and other benefits such as Medicaid. Provides information projected over a period of time enabling the individual to make an informed choice about work and what level of work is best.

Currently funded by OOD, Ross County Board of DD

Proposed to be an IO and Level 1 waiver service as part of Career Planning

INTEGRATED EMPLOYMENT:

Integrated Employment (SELF only) includes supports needed by a participant to acquire and maintain a job in the general workforce at or above the state's minimum wage. The service also can provide supports needed by an individual to acquire and maintain an internship or apprenticeship of limited duration. The service has two distinct components:

- *Initial Supports to gain employment and*
- *Retention supports to stay employed.*

The service may include supports for an individual to achieve self-employment through the operation of a business, but will not provide funding for start-up or business operation expenses.

SUPPORTED EMPLOYMENT SERVICES

Supported Employment services are intensive, ongoing supports that help people to perform work in a regular employment setting, including self-employment.

Supported Employment does not include sheltered work or other vocational services furnished in specialized facilities. There are two types of Supported Employment services:

- Enclave: Provided to individuals who work as a team at a single work-site (community business or industry) with ongoing support provided by on-site staff.*
- Community: Provided to individuals who work in an integrated community work setting, along side employees without disabilities, and performing same or similar tasks (job coaching)*

Funding – IO and Level 1 Waiver

JOB COACHING:

Working one on one with an individual in a community employment setting assisting them with learning the duties of the job, social skills necessary for the job, and development of natural supports at the work site. Also provides feedback to the individual being served and provides reporting to the individual's team on progress.

Funded by: OOD, IO and Level 1 Waiver, Ross County Board of DD
Proposed to be IO and Level 1 Waiver service through Individual Employment Supports replacing Supported Employment Supports

JOB DEVELOPMENT:

Working with an individual in job search, skill development, and identification of supports for employment when obtained. Works with employers identifying supports needed for the employee and provides liaison with agency support.

Funded by: OOD, Ross County Board of DD

Proposed to be an IO and Level 1 waiver service as part of Career Planning

PRE-VOCATION SERVICES:

Prepares clients for community or self-employment that are not sheltered work services. Are expected to occur over a defined period of time and with specific outcomes to be achieved and teach general skills that are not job or task specific.

Currently Funded through – Ross Board of DD; School Districts
Proposed to be an IO and Level 1 waiver service as part of Group Employment Supports

WORK EXPERIENCE/COMMUNITY BASED ASSESSMENT:

Working at a community based site integrated with the employees of the business and supported by a job coach. During the work experience the individual works to learn the tasks and expectations of the work being done and develops the skills necessary for success in that position or field.

Currently Funded through: OOD, Ross County Board of DD, School Districts

Proposed to be an IO and Level 1 waiver service as part of Career Planning

JOB FOLLOW ALONG:

On going supports for someone that is successfully employed in the community for more than ninety days and job coaching has faded. Monthly checks, then quarterly, then every 6 months than yearly unless more supports are needed or the individual would like to change jobs or their job description is changed.

Currently funded by: Ross County Board of DD

Proposed to be an IO and Level 1 waiver service as part of Individual Employment Supports