

Employment and Adult Day Support Services

Services

- Adult Day Support
- Vocational Habilitation
- Group Employment Support
- Individual Employment Support
- Career Planning

Adult Day Support Expected Outcome

- Expected outcome is development of skills that lead to greater independence, community membership, relationship building, self-direction and self-advocacy.
- So outcomes should fall in line with this and actions or services/supports should help someone be building the above skills.

Adult Day Support Services

- Activities that build community membership consistent with the persons interests, and goals.
- Supports that help a person develop and maintain a meaningful social life
- Supports to help someone build problem solving skills so a person can be more active in their community

Continued

- Personal care to ensure a person can actively participate in their community to their best of their ability.
- Adult day support is not just taking care of someone's personal needs. It's helping them meet their highest potential based on the services and supports provided.
- Skill reinforcement which would include behavior support strategies, communication and mobility and other activities helping someone participate in community life.

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- Self-determination training that helps them develop self-advocacy skills and stand up for their rights
- Recreation and leisure supports that are therapeutic in nature and are intentional and not just because there is not something else to do.
- Assistance as applicable with self medication

Important to Know

- An agency certified provider for adult day support can contract with a provider certified by Ohio Department of Aging to provide adult day support. That provider is not subject to the same provider qualifications, but the contracting agency is.
- They need to comply with the MUI rule and participate in compliance reviews from the Ohio Department of Aging.
- Documentation needs to comply with requirements from the Ohio Department of Aging (compliance issue)
- Transportation is not included in that

Vocational Habilitation

- Outcome of vocational habilitation should be competitive employment
- Vocational habilitation is about developing someone skills so they can gain community employment. We need to be mindful of the words we use in our ISPs. Someone on path 4, doesn't make sense to be receiving vocational habilitation.

Services include

- On-going support
- Providing information or referral to career planning, disability benefits or other appropriate consultation services
- Developing systematic plan of instruction and support
- Assisting person to develop more social skills
- Supporting and training individual use of transportation services
- Services and training on problem solving and meeting job expectations

- Assisting the individual to use natural supports and community resources
- Providing training to the individual to maintain current skills, enhance personal hygiene skills, learn new work skills, attain self-determination skills and improve self-determination skills
- Developing and implementing a plan to assist the person from current setting to competitive, integrated employment emphasizing the use of natural supports
- Medication administration services

- Vocational habilitation does not have a set timeframe, meaning it can be provided Monday through Friday 8-4, but it can also be weekends, evening, late afternoons, etc.
- Someone receiving the medical or behavior add on for HPC will also now receive it for day hab either vocational habilitation or adult day support. If they are receiving this, be mindful of the budget and the provider must bill in 15 minute units.
- If someone is receiving both vocational habilitation and adult day support the amount of time for each services must be very clearly identified in the plan-be mindful of frequency and duration!!!

Career Planning

- Career planning means individualized, person-centered, comprehensive employment planning and support that provides assistance for individuals to attain or advance in competitive integrated employment. Career planning is a focused and time-limited engagement of an individual in identification of a career direction and development of a plan for achieving competitive integrated employment and the supports needed to achieve that employment.

Services Include

- Assistive technology assessment. Assistive technology assessment is a systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address the barriers encountered by, individuals with disabilities in employment and employment-related transportation. Assistive technology assessment includes both assessment and services. The service may consist of making home or employment site visits, measurements of the physical environment or equipment, developing technical drawings, researching potential modifications, fabrication and installation of modifications, and computer programming to provide for accessibility. The service may also include training on utilization and maintenance of accommodations. The outcome of the service should be modifications to the physical environment or equipment that will enhance the individual's independence and employment options.

Benefits

- Benefits education and analysis. Benefits education and analysis provides information to job seekers, families, guardians, advocates, service and support administrators, and educators about the impact of paid employment on a range of public assistance and benefits programs, including but not limited to supplemental security income, social security disability insurance, medicaid buy-in for workers with disabilities, medicare continuation benefits, veteran's benefits, supplemental nutrition assistance program, and housing assistance.

Career Discovery

- Career discovery is an individualized, comprehensive process to help a job seeker, who is pursuing individualized integrated employment or self-employment, reveal how interests and activities of daily life may be translated into possibilities for integrated employment. Career discovery results in identification of the individual's interests in one or more specific aspects of the job market; the individual's skills, strengths, and other contributions likely to be valuable to employers or valuable to the community if offered through self-employment; and conditions necessary for the individual's successful employment or self-employment. Career discovery culminates in development of a written career discovery profile summarizing the process, revelations, and recommendations for next steps which shall be used to develop the individual's vocational portfolio.

Career Exploration

- Career exploration assists an individual to interact with job holders and observe jobs and job tasks. Career exploration may include informational interviews with and/or shadowing persons who are actually performing the job duties of the identified occupation. When possible, the job seeker shall be given an opportunity to perform actual job duties as well.

Employment/Self-Employment Plan

- Employment/self-employment plan is an individualized service to create a clear plan for employment or the start-up phase of self-employment and includes a planning meeting involving the job seeker and other key people who will be instrumental in supporting the job seeker to become employed in competitive integrated employment. This service may include career advancement planning for individuals who are already employed. This service culminates in a written employment plan directly tied to the results of career exploration, if previously authorized, situational observation and assessment, and/or career discovery. For individuals seeking self-employment, this service results in the development of a self-employment business plan that identifies training and technical assistance needs and potential supports and resources for those services as well as potential sources of business financing given that medicaid funds may not be used

Job Development

- Job development is an individualized service to develop a strategy to attain competitive integrated employment. The job development strategy shall reflect best practices. The service may include analyzing a job site, identifying necessary accommodations, and negotiating with an employer for customized employment. This service is intended to result in achievement

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- competitive integrated employment consistent with the job seeker's or job holder's personal and career goals as identified in the individual service plan, as determined through career exploration, situational observation and assessment, career discovery, and/or the employment planning process. This service shall not be provided to an individual on place four of the path to community employment as described in rule 5123:2-2-05 of the Administrative Code.

Self-employment launch

- Self-employment launch is support to implement a self-employment business plan and launch a business. This service is intended to result in the achievement of an integrated employment outcome consistent with the job seeker's or job holder's personal and career goals as identified in the individual service plan, as determined through career exploration, situational observation and assessment, career discovery, and/or the employment planning process. This service shall not be provided to an individual on place four of the path to community employment

Situational Observation and Assessment

- Situational observation and assessment is a time-limited (i.e., thirty days for each experience) service that involves observation and assessment of the individual's interpersonal skills, work behaviors, and vocational skills through practical, experiential, community integrated, paid work experiences related to the individual's preferences as established in the individual service plan. Information gathered through situational observation and assessment provides a context to further determine the skills or behaviors to be developed by the individual to ensure his or her success in the individual's preferred work environment.

Worksite Accessibility

Worksite accessibility includes:

- Time spent identifying the need for and ensuring the provision of reasonable worksite accommodations that allow the job seeker or job holder to gain, retain, and enhance employment or self-employment; and
- Time spent ensuring the provision of reasonable worksite accommodations through partnership efforts with the employer and, when appropriate, the opportunities for Ohioans with disabilities agency.

Group Employment

- Expected outcome of group employment is paid employment and work experience leading to further career development and competitive integrated employment
- Competitive integrated employment is work full or part time (including self-employment) for which person is compensated:

At minimum wage or better but not less than customary rate for same/similar work for a person w/o a disability. This includes benefits.

Cannot be Used For

The dispersed enclave which is individuals working in a self contained unit at a site within the community, or performing multiple jobs within the company but not integrated with non-disabled employees. The second is mobile work crews which is comprised of units working as distinct units working in multiple locations. So, the above is not competitive employment it is group employment.

Other details

- Shall be provided in an integrated setting and support a persons access to community, including employment opportunities, engage in community life and have control over earned income.
- Shall not be provided in their home.
- Payment needs to follow federal and state laws, if not minimum wage need to follow applicable rules
- Providers needs to ensure staff are knowledgeable of WIOA, wage and hour laws, benefits, work incentives, and employer tax credits for individuals with developmental disabilities and ensure individuals receive information about this.

- Shall provide the service in a manner that all participants are capable of working in competitive, integrated employment.
- Provider should encourage individuals as part of annual person centered planning process to explore their interests, strengths and abilities related to competitive employment
- As a component of this they shall assist persons to explore, identify and pursue opportunities that advance them toward competitive integrated employment with support as necessary

- Group employment should not be the ending place.

Individual Employment

- Supports for an individual to maintain competitive integrated employment.

Activities Include

- Job coaching
- Training in assistive or other technology
- Other workplace support services including services not related to job skill training that enable person to be successful in integrating into their work setting.
- Personal care and assistance (shall not comprise entirety of service)
- Can be provided by agency or independent provider

Expected Outcome

- Competitive integrated employment in a job that is well-matched to the individuals interests, strengths, goals, priorities, and abilities that meets the individual's personal and career goals.
- Can't be provided in the persons home.
- Provided at ratio of 1:1

Activities Included

- Person-centered employment planning
- Work adjustment
- Job Analysis
- Training and systematic instruction
- Job Coaching
- Training in independent planning, arranging and using transportation