



VOCATIONAL REHABILITATION

Employment Services Update

February 21, 2012

Missouri Department
of Elementary and Secondary Education



CRP/VR TEAM CHARGES

MDVR and CRP's will continue to work collaboratively to provide an outcome based service that values successful employment outcomes.



EMPLOYMENT SERVICES (ES)

Individuals participating in this service should have an agreed upon vocational direction.

Criteria for Referral:

Informed Client Choice

Targeted Job Goal

Reasonable Expectation of Success





CLIENT



VRC

Comprehensive
Assessment of
Rehabilitation
Needs

Provider
Selection
Process



CLIENT



VRC

Comprehensive
Assessment of
Rehabilitation
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Provider
Selection
Process

VPG

- **VPG is essential to the referral process**
- **Counselor meets with client to complete a comprehensive assessment of rehabilitation needs using tools available to gather information**
- **The VPG should be thoroughly completed by the VRC prior to the planning conference**
- **Referral documents need to be sent to the provider prior to the conference.**



CLIENT



VRC

Comprehensive
Assessment of
Rehabilitation
Needs

Provider
Selection
Process

Tool Box

VPG



CLIENT



VRC

Comprehensive
Assessment of
Rehabilitation
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VR TOOL BOX

- **Motivational Interview**
- **Intake r/c**
- **Vocational Planning Guide**
- **CareerScope/CHOICES**
- **Missouri Connections**
- **Informed Choice**
- **Labor Market Info.**
- **Existing records**
- **Goal-directed activities**
- **OJT**





Planning Conference

- **Planning Conference is essential when making an ES referral.**
- **Counselor should take the lead role in conducting the Planning Conference.**
- **The meeting should be an interactive discussion between the client, provider and VRC.**



Planning Conference

- **The Planning Conference is not the appropriate setting for the provider to conduct the intake.**
- **The conference should be held in person with all parties participating. When necessary, it can be held over the phone.**
- **The provider will determine whether or not to proceed. The provider is responsible for offering solutions or making recommendations to address the barriers.**





Planning Conference

Vocational Planning Guide and
Employment Plan Development



Job Placement Services



30 Day Retention





Vocational Planning Guide and Employment Plan Development

Provider Employment Plan Completion

- **Provider's Toolbox**
 - **Job trial**
 - **Job shadows**
 - **Soft skills enhancement**
 - **Informational interviews**
 - **Resume development**
 - **Supplemental Testing**
 - **Unanticipated barrier resolution**
- **Use the appropriate tools to complete the Employment Plan...**
 - **As much as necessary...**
 - **As quickly as possible...**





Vocational Planning Guide and
Employment Plan Development

Provider
Employment Plan
Completion

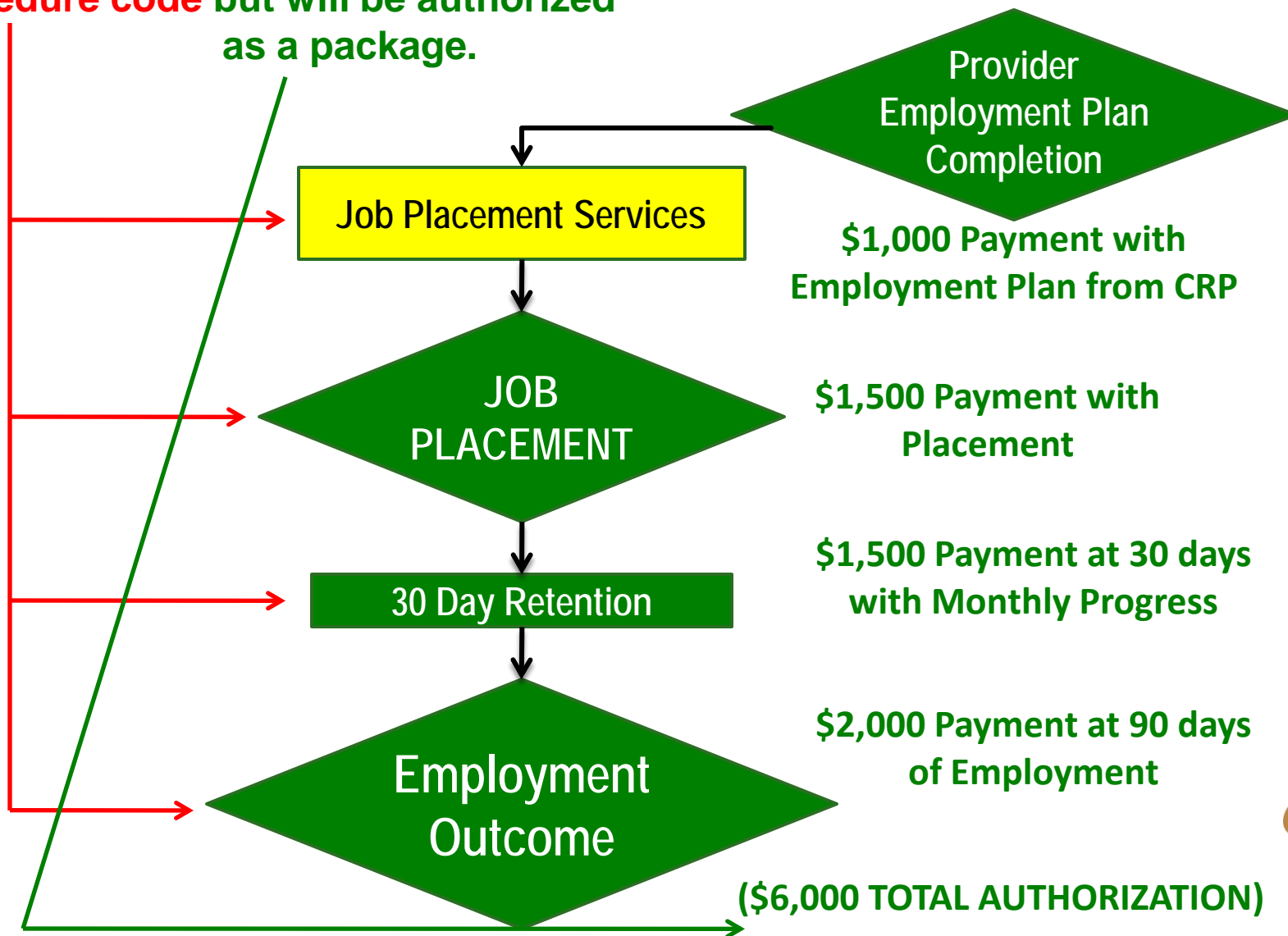
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- **Use the appropriate tools to complete the Employment Plan...**
 - **As much as necessary...**
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The employment plan should reflect the individualized services planned with the client!



ES AUTHORIZATION AND BILLING

Each milestone will have a separate procedure code but will be authorized as a package.



ES AUTHORIZATION AND BILLING

ES is a package. When a client secures a job without the direct involvement of the provider, the milestones are still paid.



ES AUTHORIZATION AND BILLING

Quality Employment Incentive Payments are as follows:

Full Time Position (32+ hours/week):

Hours worked 24-31 hours per week - \$125.00

Hours worked 32+ hours per week - \$250.00

Earnings at or above 55% of state average hourly wage as established annually by VR:

Wages for 10-19 hours that meet the standard - \$125.00

Wages for 20 or more hours that meet the standard - \$250.00

The client is from an underserved and/or targeted population as defined by VR - \$250.00. This includes:

Individuals with Autism

Individuals with Traumatic Brain Injury (TBI)

Hispanic/Latino, African American, Asian, Native Hawaiian or other Pacific Islander, American Indian or Alaska Native

All the above billing must occur within 90 days of closure date.



**Quality Employment Incentive Payments
are as follows (continued):**

**Health care benefits accepted
through employment - \$250.00**

**This billing must occur within one
year of closure date.**



Reminders

1. Clients who traditionally were referred directly to ES should continue to be referred directly to ES.
2. On-site job supports may be provided as part of the Employment Services package for any client.
3. When determining whether to refer to SE or ES, consideration should be given to the **long-term support needs** of the individual.



Supports Case Management

Sunset and Transition

Clients who would have previously received Supports Case Management will now be transitioned to ES.

- **Clients with long-term support needs are referred for an SE Assessment to determine the type of job supports needed (on-site, off-site, combination) for success.**
- **If off-site job supports are the primary need, clients will be transitioned to ES following the SE Assessment with authorization for ES Placement, 30-day retention and Employment Outcome payments.**



Supports Case Management

Sunset and Transition

- If on-site job supports (or a combination of primarily on-site with limited off-site supports) are the primary need, clients should remain in SE for job development, job support and follow along services.



Supports Case Management

Sunset and Transition

- **All existing authorizations for Supports Case Management will be honored through the conclusion of authorization.**
- **SCM authorization cannot be developed or amended after October 1, 2011.**



Supports Case Management

Sunset and Transition

- **Clients currently completing a Supported Employment assessment with the intention of moving into Supports Case Management will complete the assessment as authorized.**
- **They will then move to ES with placement, 30-day retention, and employment outcome payments authorized.**



Supports Case Management

Sunset and Transition

- **Clients currently participating in SE job development with the intention of moving into Supports Case Management will continue in the SE authorization through placement.**
- **They will then move to ES with 30-day retention and employment outcome payments authorized.**



Supports Case Management

Sunset and Transition

- **Clients currently receiving Supports Case Management who need support beyond what has been authorized will need to be referred to the Regional Manager Team for review.**



SMALL GROUP – Discussion Topics

- 1. What does an effective VPG look like?
Are there changes or additions that would make it a more useful document?**
- 2. What makes a planning conference productive?**
- 3. What does a quality Employment Plan look like?**





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Contact Us

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