

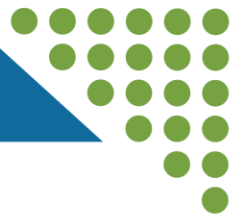


“Back to the Basics”  
For  
Support Coordinators  
Regarding the HCBS Settings Rule  
PART 2

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# **An Overview of DD Employment in Virginia**



- I. Have a Meaningful Discussion about Employment**
- II. Connect Individuals to DD Employment Services**
- III. Support Individuals with Employment Related Goals**

- Understand and champion the importance of work.
- Understand the DD employment process in Virginia and individual agency roles.
- Know how to connect people to Employment Services.



# What is Employment?

**"Competitive integrated employment"** means work that:

- (i) is performed on a full-time or part-time basis (including self-employment) and for which an individual is compensated at or above the rate required under state or local minimum wage law for the place of employment but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities in comparable positions who have similar training, experience, and skills;
- (ii) in the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities and who are self-employed in similar occupations or similar tasks and who have similar training, experience, and skills;
- (iii) is typically found in the community where the employee with a disability interacts for the purpose of performing the duties of the position with other individuals without disabilities to the same extent that employees who do not have disabilities interact in comparable positions; and
- (iv) presents, as appropriate, opportunities for advancement that are similar to those for other individuals who are not individuals with disabilities and who have similar positions.




## What is a Meaningful Employment Conversation?



- Virginia is an Employment First State.
- Virginia promotes meaningful, competitive employment for people with disabilities.
- Employment is considered *first*, before other day service options

## Why is Work Important?

- Pride and Sense of Purpose
  - Individual Growth and Development
  - Belonging and Community Impact
  - Independence
  - Overall Health and Wellness
  - Stable Income
  - Money Management
  - Develop Natural Supports
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# How do individuals learn about the value of working?





# Employment Planning Starts Early!

## Activities and Transferrable Skills Supporting Employment

- Responsibilities (pets, chores, etc.)
- Communication and problem-solving skills
- Social Skills
- Volunteerism (home and school)
- Educational Opportunities
- Community Engagement
- Self Advocacy
- Pre-Employment Transition Services (Pre-ETS)

## Transition Discussions/Referrals

- Secondary Transition (14-17)
- Age of Majority (Postsecondary) Transition(18+)





# Employment Option Discussions

**Support Coordinators are responsible for the following related to Employment Choice:**

- Identifying a person's interests regarding employment
- Discuss available options
- Addressing the person's satisfaction or dissatisfaction with current services.
- If the person and/or Decision Maker does not want to explore or pursue options:
  - Identifying barriers related to exploring or pursuing employment options.
  - Addressing barriers, as applicable and develop outcomes/support activities related to barriers
- Indicating a timeline for reviewing options in the future; no less than annually
- Documenting that the above were discussed and any actions taken as a result.



## The Pathway to Employment

Begin  
conversations  
about  
employment

Person  
demonstrates  
interest in  
employment

Develop  
employment  
goals  
/outcomes

Explore  
barriers to  
employment  
and possible  
solutions

**Contact  
DARS**

Supporting Informed Choice about Employment, 2017



## • Virginia Agency Partners



## Pre-Employment Transition Services (Pre-ETS)

- Helps transition-aged students explore career interests and develop basic work skills.
- DARS administers Pre-ETS activities in collaboration with local schools.
- Must be at least 14 years old and receiving special education services (IEP/Section 504 plan)
- Must have a disability not served by any other resource

### Referrals

- **School Counselor or Support Coordinator** can refer students
- **Self-Referral** - Parents can request Pre-ETS via the form on the DARS website:  
<https://www.dars.virginia.gov/drs/PreETSTContact/Contact.aspx>

## Vocational Rehabilitation (VR Services)

- **DARS VR Services** help people with disabilities prepare for, find, and maintain competitive, integrated employment and live more independently in the community.
- Individuals **must** first apply and become eligible for the VR program.
- Anyone can refer an individual to DARS for VR services
- To refer an individual (with their consent): [Contact your local DRS office](#) or call 1-800-552-5019.




Ongoing supports provided by a job coach that enable individuals to be employed in an integrated work setting and may include assisting the individual, either one to one or in small groups, to support with locating a job or develop a job with the individual, as well as activities needed by the individual to sustain paid work.

## Individual Supported Employment

- One-on-one support that enables individuals to work in an integrated setting. The outcome of this service is sustained paid employment at or above minimum wage in an integrated setting in the general workforce in a job that meets personal and career goals.
- Available to individuals for whom competitive employment at or above the minimum wage is unlikely without ongoing supports and who because of their disabilities need ongoing support to perform in a work setting.

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## Group Supported Employment

- Continuous support provided by staff in a naturally occurring place of employment to groups of two to eight individuals with disabilities and involves interactions with the public and coworkers who do not have disabilities.
  - This service must be provided in a community setting that promotes integration into the workplace and interaction in the workplace between waiver participants and people without disabilities. (Examples mobile crews and other business-based workgroups employing small groups of workers with disabilities in the community.)
  - Group supported employment settings must comply with the HCBS setting requirements per 42 CFR 441.301
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## Workplace Assistance

- Supports provided to an individual who has completed job development and completed or nearly completed job placement training (i.e., individual supported employment) but requires more than the typical job coach services, as detailed in the individual supported employment section of this chapter, to maintain stability in his employment.
- This service is supplementary to individual supported employment service.
- Must not be work skills training that would normally be provided by a job coach, such as supporting the individual in learning the components of the job. Instead, the service is designed to help the individual who has learned the basic skills of the job to maintain community employment. This service is delivered in the individual's natural employment setting, where and when it is needed.
- Workplace assistance service can be provided simultaneously with individual supported employment (ISE) service to ensure that the workplace assistant is trained and supervised appropriately in supporting the individual through ISE best practices.

## Benefits Planning

- Assists recipients of a DD waiver and social security (SSI, SSDI, SSI/SSDI) to understand their personal benefits and explore their options regarding working, how to begin employment, and the impact employment will have on their state and federal benefits.
  - Includes education and analysis about current benefits' status and implementation and management of state and federal work incentives as appropriate.
  - Involves the development of written resource materials which aid individuals and their families/legal representatives in understanding current and future rewards that come from working, thereby reducing uncertainties associated with losing necessary supports and benefits if they choose to work or stay on the job. Facilitates individuals in making informed choices concerning the initiation of work.
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- **Peer Mentor** – This service matches individuals with DD with a peer currently using DD services, who can provide support and a lived experience perspective navigating DD employment services. Click below to access the Arc of Virginia's [Peer Mentoring Program!](#)
  - **Family Navigator** – The VCU Center for Family Involvement matches families with a parent navigator with lived disability-specific experience to help navigate DD services, including employment. Contact the Family to Family Network at (877) 567-1122 or [cfihelpline@vcu.edu](mailto:cfihelpline@vcu.edu).
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