



## **Supported Employment**

**Description:** Supported Employment services provide assistance with choosing, acquiring, and maintaining employment. Supported employment services consist of paid employment for persons for whom competitive employment at or above the minimum wage is unlikely, and who, because of their disabilities, need intensive ongoing support to perform in a work setting. Supported employment is conducted in a variety of settings; particularly work sites in which persons without disabilities are employed. Supported employment includes activities needed to sustain paid work by individuals receiving waiver services, including supervision and training

**Philosophy:** People feel needed and proud when they are earning their own money and are less dependent on others.

**Program Goals:** To assist the participant to maintaining employment through activities such as monitoring, supervision, assistance with job tasks and adjustment training and counseling.

**Service Modalities:** Our treatment philosophy is simple by nature. It's a belief that all humans have the same intrinsic needs. We need to feel safe. We need to feel loved. We need a family that makes us feel valued. We need strong and reliable relationships that support our success at home and in the community. We need to be able to find goodness and value within ourselves. Our goal at Alberta is to fulfill these needs for the clients we serve. We strive to provide an environment that will nurture the spirit and build self-esteem in every life we come in contact with.

**Population Served:** Participants must be 16 years of older for whom competitive employment has not been achieved and/or has been interrupted or intermitted and would benefit from long-term supports.

**Resources:** This service is typically paid through the Innovations Waiver but private pay arrangements can be made.

**CARF Accredited Service:** Community Employment Services: Employment Supports

**Service Definition Requirements:** When supported employment services are provided at a work site in which persons without disabilities are employed, payment will be made only for the adaptations, supervision and training required by individuals receiving waiver services as a result of their disabilities, and will not include payment for the supervisory activities rendered as a normal part of the business setting.

Supported Employment must be reviewed every six months with continuing authorization contingent upon achievement of outcomes in the individuals Plan of Care.

It is important that the vocational/employment needs of individuals be included as a strong component of the person-centered planning process. Individuals who may be assessed as appropriate for a referral to Vocational Rehabilitation should be referred to that source. Once Vocational Rehabilitation has completed activities that fall under their purview, if the individual is in need of long-term supports and is currently on the waiver, Supported Employment is an appropriate service. Supported Employment through the waiver may also be provided to individuals who have already



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obtained employment and may need ongoing long-term supports. This does not prohibit an individual in any way from being paid at or above minimum wage. Supported employment services furnished under the waiver are not available under a program funded by the Rehabilitation Act of 1973 or P.L. 94-142.

Transportation will be provided between the individual's place of residence and the site of the supported employment, or between employment sites (in cases where the individual receives supported employment services in more than one place) as a component of the services. The cost of this transportation is included in the rate paid to providers.

Service Limitations -FFP will not be claimed for incentive payments, subsidies, or unrelated vocational training expenses such as the following: incentive payments made to an employer to encourage or subsidize the employer's participation in a supported employment program, payments that are passed through to users of supported employment programs; or payments for vocational training that is not directly related to an individual's supported employment program. This service may not be provided at the same time of day that a person receives: Adult Day Health, Day Supports, Home and Community Supports, Personal Care, Residential Supports, Respite Care, or Transportation.

Associate Professionals and Paraprofessionals may deliver Supported Employment services to assist the consumer. A Qualified Professional must supervise all Associate Professionals and Paraprofessionals providing Supported Employment. Supervision must be provided according to supervision requirements specified in 10A NCAC 27G.0204 and according to licensure or certification requirements of the appropriate discipline.

Direct care staff must meet requirements for paraprofessional in 10A NCAC 27G .0100-.0200. Client-specific competencies to be met as identified by the individual's person-centered planning team and documented in the plan of care. Direct care staff must have a criminal record check. A healthcare registry check is required in accordance with 10A NCAC 27G.0200. Driving record must be checked if providing transportation. A QP must supervise all Associate Professionals and Paraprofessionals providing Supported Employment. Supervision must be provided according to supervision requirements specified in 10A NCAC 27G.0204 and according to licensure or certification requirements of the appropriate discipline.