



NC Division of Mental Health, Developmental Disabilities  
and Substance Use Services and Division of Health Benefits

## **SUPPORTED EMPLOYMENT SERVICE DEFINITIONS (I/DD & TBI) UPDATE**

Ginger Yarbrough, IDD-TBI Section Chief, DMH/DD/SUS

LaCosta Parker, I/DD Program Manager, NC Medicaid

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# Agenda

## Meeting Purpose:

- Share updated Supported Employment definitions
- Supported Employment Services help people get and keep jobs of their choosing making a fair wage

- 1** Supported Employment (SE) Overview
- 2** Supported Employment (SE) Highlights
- 3** NC Innovations Waiver, TBI Waiver, & 1915(i) Criteria State Funded Supported Employment Criteria
- 4** Q/A

# DHHS Commitment

**Mission Statement:** NCDHHS is committed to expanding supported employment services and to improving and increasing competitive integrated employment for individuals with intellectual and developmental disabilities in North Carolina.



**Ensure that people with I/DD have choices and more options**



**Guarantee that people can work in an integrated setting for fair pay if that is the person's CHOICE**



**Everyone has a right to work if they want to!**



**Support providers who want to update the tools they use to help people with employment**



**Celebrate and expand the great practices here in NC**

# Employment Terminology

## Informed Choice

having all the information necessary to make a decision about an individual's life.

## Competitive Integrated Employment

working in a job an individual chooses earning the same pay, benefits, and opportunities as everyone else.

## Supported Employment (SE)

a service to help people find competitive integrated employment or create their own jobs through self-employment.

## Telehealth

using a phone or video to get services instead of being in the same room.

## Alternative Location

a different place from where services are normally provided. An example of this could be a hotel or church. **SE can only be provided in an alternate location due to COVID-19 related issues**

# Supported Employment (SE)

## Purpose

Learn skills to land the job an individual wants

Learn skills to do and keep that job

Work in a setting with people who may or may not have disabilities

Learn skills to build good relationships with co-workers

Work more independently

Be more active in the individual's community

## Highlights



Employment services may be either temporary or long-term



Transportation is included



State-Funded SE now includes telehealth options and provision of services in alternate locations

## Division of Vocational Rehabilitation (DVR)



If an individual is interested in using SE services...

- They **must** meet with DVR first
- SE is not replacing services provided through DVR

If they have already gone through DVR and found work, they will **NOT** need to go back to DVR again to get SE Services

## Supported Employment (SE) Phases



DVR is the starting point to access 1915i Supported Employment Services

## Phase 1: Pre-Employment Phase



Pre-  
Employment

Activities completed before an individual starts work:

- Trying out jobs and activities
- Learning new skills
- Learning how a new job might change other benefits they receive
- Searching and applying for jobs

This phase normally lasts about 6 months



Once hired, it's time for phase 2

Important note: This phase is often completed in DVR. If an individual is starting this process for the first time, DVR will support the Pre-Employment activities

## Phase 2: Employment Stabilization



### Employment Stabilization

Activities to help with learning and keeping a job:

- Hands-on Job Coaching
- Demonstrating work tasks
- Helping set up work
- Building relationships
- **Build a plan to do the job without staff on site**

This phase normally lasts a year



Once hired, it's time for phase 3

## Phase 3: Long-Term Supported Employment



### Long-Term Supported Employment

Activities to help maintain success in a job:

- Have a plan with the individuals career goals and the supports they needs to achieve those goals and keep their job

This phase continues as long as there is a documented need



# NC Innovations Waiver & 1915(i) SE Criteria

## Specific Criteria

### NC Innovations Waiver

- Must be on Innovations Waiver
- Individual 16 years of age and older
- Individual has expressed interest in seeking or maintaining competitive integrated employment

### 1915(i)

- Must be Medicaid eligible
- Individuals 16 years of age and older
- Individual has expressed interest in seeking or maintaining competitive integrated employment
- Assessment and evaluation that is arranged by TCM

# Who Gets State Funded Supported Employment

To be eligible for **State Funded Supported Employment**, all of the following criteria must be met

At **least 16**  
years old

IDD **or** TBI  
Diagnosis

SNAP/SIS/  
TBI/VR  
Assessment

At least **1**  
functional  
impairment

State Funded SE is usually for individuals who do **not** have Medicaid, but that is not a requirement

# Who Gets State Funded Supported Employment

To be eligible for **State Funded Supported Employment**, all of the following criteria must be met

At **least 16**  
years old

**IDD or TBI**  
Diagnosis

An individual has a condition that meets criteria as defined in G.S. 122-C-3(12a) for Developmental Disabilities or G.S. 122-C-3(38a) for TBI.

TBI/VR  
Assessment

# Who Gets State Funded Supported Employment

To be eligible for **State Funded Supported Employment**, all of the following criteria must be met

NC-SNAP or Supports Intensity Scale or TBI Assessment or Employment Evaluation completed by Vocational Rehabilitation

At least  
years old

IDD or TBI  
Diagnosis

SNAP/SIS/  
TBI/VR  
Assessment

At least 1  
functional  
impairment

# Who Gets State Funded Supported Employment

To be eligible for **State Funded Supported Employment**, all of the following criteria must be met

Due to one or more functional impairments, is expected to cause an individual to have difficulty in obtaining and maintaining competitive integrated employment without additional support

At least 16  
years old

IDD or TBI  
Diagnosis

SNAP/SIS/  
TBI/VR  
Assessment

At least 1  
functional  
impairment



## What can't an individual do in Supported Employment?

- 1 Have more than one provider at a time
- 2 Guardians or legally responsible person(s) cannot be an individual's staff
- 3 Get SE at the same time as another service
- 4 Use SE only to get to and from work
- 5 Skip DVR application process

# State Funded Supported Employment

## Transition and Discharge Criteria

- Employment goals are met and work meets supervisor satisfaction
- An individual is not making progress, or is regressing, and everything has been tried
- An individual decides to withdraw from Supported Employment, or the legally responsible person(s) chooses to withdraw the individual from services.

## Supported Employment – Option Comparison

	Innovations/TBI Waiver	1915(i)	State Funded
<b>Who gets SE?</b>	NC Innovations Waiver & Medicaid Beneficiaries	Medicaid Eligible Individuals with I/DD, TBI, and Autism Spectrum Disorder	Individuals with I/DD, TBI, and Autism Spectrum Disorder
<b>How many hours can a person get?</b>	Normally, no more than 40 hours/week	Can NOT get more than 40 hours	Can NOT get more than 40 hours

## Frequently Asked Questions

**When will the slides or handouts from this presentation be made available?**

DHHS will be providing a recorded webinar of the information shared during live webinars, accompanied with a FAQ, to the DHHS website. DHHS will notify LME/MCO providers once this is uploaded and request this information be shared with their respective provider networks

**Must an individual first go through VR for supported employment services? If so, how do you determine when employments supports would transfer from one source to the other?**

State-Funded Services Individuals are expected to exhaust Vocational Rehabilitation (VR) services prior to accessing State-funded supported employment services. Individuals accessing Medicaid supported employment services should attempt to exhaust VR services prior to accessing Medicaid funding services. However, if there is a waitlist in excess of 30 days, individuals may proceed with accessing Medicaid-funded supported employment services. Once VR services become available, if the member does not have a job, they would shift to VR support to continue seeking employment

# Questions



- State-Funded: [DMHIDDCONTACT@dhhs.nc.gov](mailto:DMHIDDCONTACT@dhhs.nc.gov)
- Medicaid: [IDDListeningSessions@dhhs.nc.gov](mailto:IDDListeningSessions@dhhs.nc.gov)
- Additional Information on the [CIE Website](#)