

Developmental Disabilities and Vocational Rehabilitation FAQs

Q: Can a client work with both VR and DD?

A: Yes, but the individual cannot receive any DD employment-related day services (Prevocational, Supported Employment - Follow-Along, Supported Employment – Individual, or Supported Employment – Enclave) while receiving VR services.

Q: If an individual is participating in VR, are they eligible for other non-residential day services?

A: Yes, the individual would be able to participate in the following waiver services:

- Adult Day Services
- Habilitative Community Inclusion
- Habilitative Workshop
- Respite

Q: If an individual is using a provider for residential services, can they go elsewhere for vocational services?

A: Yes, an individual may choose a different provider for residential and for Supported Employment. Services cannot happen at the same time.

Q: What is the definition of competitive, integrated employment?

A: Competitive, integrated employment is defined as being gainfully employed in a job that takes place in an integrated community setting where the participant receives a competitive wage for their job. Competitive wage is at or above the minimum wage, but no less than the customary wage and level of benefits paid by the employer for the same or similar work performed by an individual without a disability. Benefits include worker's compensation, paid holidays, paid vacations, paid sick time, health insurance, etc. Any limitations in work hours or level of pay must result directly from the participant's disability, which cannot be overcome by additional services and supports.

An integrated community setting is a competitive employment worksite in the community in which individuals with disabilities interact with individuals without disabilities (other than those who are providing services to them) to the same extent that individuals without disabilities in comparable positions interact with other individuals.

Q: What is the definition of Supported Employment?

A: Supported Employment (SE) means competitive integrated employment, including customized employment, in which an individual with a disability is working toward competitive integrated employment that is individualized, and consistent with the unique strengths, abilities, interests, and informed choice of the individual, and includes ongoing support services.

Q: If someone is competitively employed and loses the job after 6 months, do they come back to VR?

A: YES, if someone loses his/her job at any time or point, he/she can return to VR for employment services.

Q: The DD Service Supported Employment – Follow Along caps at 25 hours/year post-closure. VR closes cases after 90 days on the job. Concerns may not creep up for 6 mo-1 year later. What can be done?

A: The team will have case by case discussions of the concerns to determine if another service, such as Supported Employment – Individual, would be more appropriate. If the job is lost, the participant may be referred back to VR.

Q: Who would provide the Supported Employment (SE) individual service?

A: If the participant has a job and needs continued support - DD;
If the participant loses the job and needs to start over - VR will pick up.
After VR services are exhausted, continued supports will fall back on DD.

Q: If an individual requires full time job coaching once Stabilization has been reached, does DD consider that competitive employment and will DD pay for long-term supports?

A: DD will review these scenarios on a case by case situation by evaluating what is maximizing their potential and what was determined by VR that the person needs to maintain the job once the VR case is closed.

Q: How will Career Counseling and Information & Referral (CCIR) be tracked?

A: Service Providers will track their own employees by name, identifying number, start dates, and CCIR intervals with a basic spreadsheet to provide Department of Labor (DOL) Wage and Hour Division.

Q: If an individual/family does not agree with the VR decision that they cannot benefit from work, can they file a grievance or protest the decision?

A: Yes, the ineligibility letter will outline the process for appeal with the Client Assistance Program (CAP).