

## **SUPPORTED EMPLOYMENT–ENCLAVE**

Supported Employment-Enclave are habilitative services and activities provided in regular business and industry settings for groups. Generally, workers work as a team, at a single worksite of a community business or industry, with initial training, supervision, and ongoing support provided by a specially trained on-site supervisor, who is an employee of the DD provider agency.

Supported Employment-Enclave does not include services provided in facility based work settings. Services take place at a work site of a competitive employer where a participant with a disability or a group of participants with disabilities are working and supervised by staff from the DD provider agency. The participants remain on the provider's payroll and authorization to pay a subminimum wage is based on the provider's certificate.

Examples include mobile crews and other business-based workgroups employing small groups of participants with disabilities in integrated employment in the community. The outcome of this service is sustained paid employment and work experience leading to further career development and individual integrated community-based employment for which an individual is compensated at or above the minimum wage, 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.

Supported Employment-Enclave may include the acquisition of work skills, appropriate work behavior, and the behavioral and adaptive skills necessary to enable the participant to attain or maintain his or her maximum inclusion, and personal accomplishment in the working community. Supported Employment Enclave may include services not specifically related to job skill training that enable the waiver participant to be successful in integrating into the job setting. Supported Employment-Enclave must be provided in a manner that promotes integration into the workplace and interaction between participants and people without disabilities in those workplaces.

Supported Employment-Enclave is not self-directed.

### **Scope and Limitation**

- Supported Employment-Enclave is available to participants ages 18 and older.
- Participants who receive this service may also be authorized to receive a combination of Adult Day Service, Supported Employment (Individual and Follow-Along), Habilitative Community Inclusion, Habilitative Workshop and/or Prevocational on the same service plan but not at the same time. The combination of services cannot exceed an average weekly amount of 45 hours for one or more of these services.
- The amount of prior authorized services is based on the participant's need as documented in the service plan, and within the participant's approved annual budget.
- Supported Employment-Enclave is billed at an hourly unit.
- A participant receives a tiered service based upon needs identified in the Objective Assessment Process.

- Transportation to and from the participant's private residence, or other provider setting, to the Supported Employment-Enclave Service is not included in the reimbursement rate.
- Supported Employment-Enclave services will not overlap with, supplant, or duplicate other services provided through Medicaid State plan, HCBS .Waiver services or Vocational Rehabilitation.
- This service shall exclude any services available through public education programs funded under the Individuals with Disabilities Education Act (IDEA). This includes services not otherwise available through public education programs in the participant's local school district, including after school supervision and daytime services when school is not in session (i.e., summer breaks and/or scheduled school holidays, in-service days, etc.). Services cannot be provided during the school hours set by the local school district for the participant. Regular school hours and days apply for a child who receives home schooling.
- Effective January 1, 2017, documentation for any supported employment service must be maintained in the service coordination file for each participant receiving this service that the service is not available under a program funded under section 110 of the Rehabilitation Act of 1973 (Vocational Rehabilitation Services).
- Federal financial participation is not 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 training that is not directly related to a participant's supported employment program.
- Supported Employment-Enclave Services may be provided by a relative but not a legally responsible individual or guardian