

## **SUPPORTED EMPLOYMENT-FOLLOW ALONG**

Supported Employment-Follow Along are services and supports that enable a participant who is paid at or above the federal minimum wage to maintain employment in an integrated community employment setting. This service is provided for or on behalf of a participant through intermittent and occasional job support, communicating with the participant's supervisor or manager, whether in the presence of the participant or not. Supported Employment Follow Along may cover support through phone calls between provider staff and the participant's employer staff. There is regular contact and follow-up with the employer and participant to reinforce and stabilize job placement. Services must be furnished consistent with the participant's person-centered plan.

Supported Employment-Follow Along may include observation and supervision of the participant, teaching job tasks and monitoring at the work site a minimum of twice a month, to ascertain the success of the job placement and when needed, the provision of short-term job skill training at the work site to help maintain employment. Supported Employment-Follow Along staff provide facilitation of natural supports at the work site and advocate for the participant, but only with persons at the employment site (i.e., employers, co-workers, customers) and only for purposes directly related to employment.

A participant may receive Supported Employment-Follow Along for working in an integrated community work environment where at least 51% of other employees who work around the participant do not have disabilities.

Supported Employment-Follow Along Services may be self-directed.

### **Scope and Limitation**

- Supported Employment-Follow Along Services are available for any participants ages 18 and older.
- Participants who receive this service may also be authorized to receive a combination of Adult Day Service, Habilitative Community Inclusion, Habilitative Workshop and/or Prevocational 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.
- Supported Employment-Follow Along does not include activities taking place in a group, i.e. work crews or enclaves; public relations; community education; in-service meetings; individual staff development; department meetings; or any other activities that are non-participant specific, such as a job coach working the job instead of the participant.
- 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-Follow Along is reimbursed as a 15 minute unit for up to 100 units annually.
- Transportation to and from the participant's private residence, or other provider setting, to the Supported Employment-Follow Along is not included in the reimbursement rate.
- This service 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).
- Supported Employment-Follow Along may be provided by a relative but not a legally responsible individual or guardian.
- A Supported Employment-Follow Along service provider or provider staff must be 19 years of age.

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