

SUPPORTED EMPLOYMENT–INDIVIDUAL SERVICES

Supported Employment-Individual Services are the 1:1 formalized training and staff supports available to a participant who, because of their disability, needs intensive, sometimes on-going support, to obtain and maintain an individual job in competitive or customized employment, self-employment, in an integrated work setting in the general workforce 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 an individual without a disability. Support may involve assisting the participant in accessing an Employment Network, the Nebraska Work Incentive Network (WIN), Ticket to Work services, Work Incentive Planning and Assistance (WIPA) services, or other qualified service programs that provide benefits planning. The outcome of this service is sustained paid employment in an integrated setting in the general workforce that meets personal and career goals.

Services are conducted in a variety of settings, particularly work sites where persons without disabilities are employed. Services include activities needed to sustain paid work by a participant and are designed to obtain, maintain or advance employment by a participant, including supervision and training. When Supported Employment Services - Individual are provided at a work site where persons without disabilities are employed, payment is made only for the adaptations, supervision and training required by participants receiving waiver services as a result of their disabilities, but does not include payment for the supervisory activities rendered as a normal part of the business setting.

Objectives must be identified in the participant's plan that supports the need for continued job coaching with a plan to lessen the job coaching. Supported Employment Services - Individual must be provided in a community employment setting, unless the support is to develop a customized home-based business.

Supported Employment-Individual Services may be self-directed.

Scope and Limitation

- Supported Employment-Individual 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, Enclave, 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.
- Income from customized home-based businesses are not required to be commensurate with minimum wage requirements with other employment.
- 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-Individual 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-Individual Services is not included in the reimbursement rate.
- This service will not overlap with, supplant, or duplicate other services provided through the waiver, Medicaid State plan 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-Individual services may be provided by a relative but not a legally responsible individual or guardian.