

Overview of HCBS Services for Employment Support

October 2025

Division of Developmental Disabilities

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DDD and 1915(c) Waivers

Who is the Division of Developmental Disabilities (DDD)?

The Division of Developmental Disabilities, within the Department of Health and Human Services, supports aged and disabled Nebraskans to live in their homes and community of their choice through supports from Medicaid waivers, special healthcare needs programs, and the State Unit on Aging.

What are 1915(c) Waivers?

Section 1915(c) of the Social Security Act was changed to waive existing Medicaid statutory requirements so states may voluntarily offer in-home and community-based services to state-specified target group(s) of Medicaid beneficiaries who need a level of institutional care that is provided under the Medicaid state plan.

States can use Medicaid money for community services that would have been used if the person went to an institution.

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Nebraska HCBS Waiver Eligibility

AD Aged & Disabled	TBI Traumatic Brain Injury	FSW Family Support	DDAD Adult Day	CDD Comprehensive
Nursing Facility (NF)	Nursing Facility (NF)	Intermediate Care Facility (ICF)	Intermediate Care Facility (ICF)	Intermediate Care Facility (ICF)
Birth to Aged	Age 18 or older	Birth to age 21	Age 21 or older	All services at 21; limited before
Evaluation of: Activities of Daily Living, Risk Factors, Medical Conditions, Interventions, Cognitive Function	Diagnosis of a TBI Evaluation of: Activities of Daily Living, Risk Factors, Medical Conditions, Interventions, Cognitive Function	Diagnosis of a Developmental Disability	Diagnosis of a Developmental Disability	Diagnosis of a Developmental Disability

All participants must be Medicaid eligible and have an unmet need for a waiver service.

Service Coordination & Transition Planning

- Early Involvement of Service Coordinators
- Collaboration with schools and families
- Promoting employment from the start
- Advocacy during transition
- Continuity of support after age 21

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Post Transition Employment Services

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Employment Related Waiver Services

- Benefits Counseling (*New*)
- Employment Exploration (*New*)
- Prevocational
- Supported Employment – Follow-Along
- Supported Employment – Individual

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Available Employment Services by Waiver

Services Offered on Each Waiver	AD	CDD	DDAD	FSW	TBI
Benefits Counseling informs you of how integrated employment or self-employment affects your current benefits.		✓	✓		
Employment Exploration helps you to decide whether you want to pursue integrated employment or self-employment via job shadowing, informational interviews, and tours with local businesses.		✓	✓		
Prevocational teaches general job-related skills needed to get a job.		✓	✓		
Small Group Vocational Support is in a business or the community, where you learn work skills and behavior for future employment.		✓	✓		
Supported Employment – Individual and Follow-Along help you keep your competitive, integrated job.		✓	✓		✓

Rules for Employment Services on DD Waivers

- **Habilitative Service:** Participants must have individual goals, with data collected and recorded each time support is provided to the participant.
- Cannot exceed **1,820 hours per budget year** when combined with other day services.
- Cannot include any service/part of a service that would overlap with, replace, or duplicate other similar services provided through:
 - Public Education
 - Medicaid State Plan
 - Vocational Rehabilitation

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Employment Exploration *(New)*

Purpose

- To help a person make an informed choice about whether they wish to pursue competitive integrated employment or self-employment.

Objectives

- Identify specific interests and aptitudes for paid work
- Learn more about employment opportunities through business tours, informational interviews, and/or job shadows that pertain to the participant's unique interests
- Address concerns/hesitations/objections from the participants and their families regarding employment

Key Points

- Cannot be authorized at the same time as Prevocational or Supported Employment – Individual.
- Completed in 30 calendar days or less.



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Prevocational

Purpose

- To help prepare individuals for competitive integrated employment by developing/improving skills that are not related to job-specific tasks.

Common Objectives

- Communicating with others effectively;
- Commonly acceptable social skills and dress;
- Following multiple-step directions and instructions;
- Staying on task for extended periods of time;
- Using technologies in the current industry;
- General problem-solving skills and strategies; and
- General safety and mobility skills across environments.

Key Points

- Authorization ends when VR begins or after 12 months, whichever comes first
- Cannot be authorized at the same time as Employment Exploration
- Cannot be provided during school hours



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Benefits Counseling *(New)*

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Purpose

- To promote participants' economic self-sufficiency through the use of available work incentives.



Objectives – Education, Planning, and Management

- **Education** for individuals considering competitive integrated employment (CIE) or self-employment.
 - **Tasks:** To offer info on federal, state, and/or local benefits (SSI, SSDI, Medicaid, Medicare, etc.) and perform a pre-employment benefits and employment impact analysis.
 - **Desired Outcome:** Address concerns about losing necessary supports/benefits when employment is acquired.

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Benefits Counseling *(New)*

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- **Planning** for individuals currently employed and wanting to change jobs or advance in their current job.
 - **Tasks:** Written summary of participant's current benefits and earnings, analysis, and projected impact of employment earnings on benefits.
 - **Desired Outcome:** Develop a plan that promotes the continuation of CIE while maintaining needed supports and benefits.
- **Management** for individuals needing assistance due to a change in benefits, income, and/or resources that requires problem-solving.
 - **Tasks:** Problem-solving and advocacy support, assistance with additional work incentives, or a revisit of benefits information.
 - **Desired Outcome:** Develop a plan that assists individuals adjust to their new circumstances while maintaining needed supports and benefits.



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Supported Employment

Supported Employment—Follow Along

Helps you keep your competitive job. This service may be provided with you or by communicating with your employer for you. This is a habilitative service.

- **Supported Employment – Follow-Along** includes: 1. Regular contact and follow-up with the employer and participant; 2. Connecting participants with coworkers at the work site; 3. Advocating with the participant; and 4. May be provided remotely.

Supported Employment—Individual

Provides a job coach for one-on-one teaching to help you keep your competitive job. This service is provided at your job. Your provider helps you with job skills and referrals for other resources. This is a habilitative service.

- **Examples of Supported Employment – Individual** may include but are not limited to: 1. Learning a work schedule; 2. Working alongside with coworkers; 3. Talking with the boss about work needs; or 4. Learning job expectations.

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Which service is right for me?

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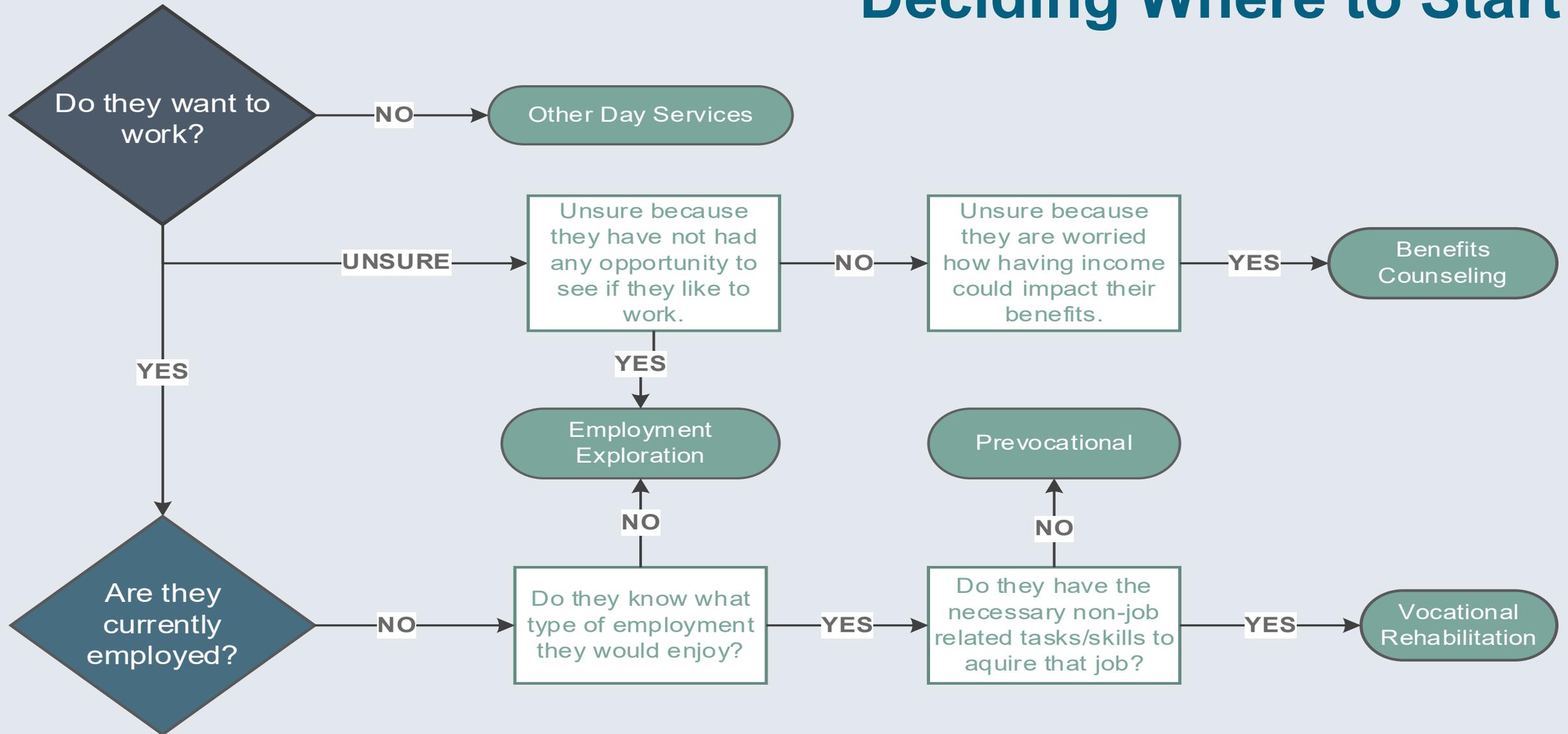
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START HERE

Deciding Where to Start



When a Participant *is* Employed



YES

What do they want/need?

More support with task in their current job/position

More work hours in their current job/employer

Different job/employer using same job skills

Supported Employment

Assistance navigating the impacts of an employment or benefits change to their current benefits?

Benefits Counseling

Support in finding a new job/employer that utilizes a different skill set than their current job/position.

YES

Vocational Rehabilitation

Waiver and Medicaid Application Process

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HCBS Waiver Application

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How to Apply

Online at <https://iserve.nebraska.gov/>



Enhance your experience by logging into iServe Nebraska

Log In

Apply for benefits and find the help you need

iServe Nebraska is a convenient new way for Nebraskans to apply to get help with **food, utilities, healthcare, childcare**, and other essential needs.

Nebraskans can apply for a single benefit, or several at the same time.

Explore Benefits

[Extend Your Benefits](#)

Apply for Benefits

[Continue Application](#)

Manage Benefits



Currently, the **online** application is only available in Spanish and English.

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Select the programs you want to apply for

Check all that apply. You must select at least one program to proceed.



 Aged and disabled



Home and Community Based Services (HCBS)

Provides additional services and waivers for individuals with disabilities or those aged 65 and older. Waivers include Aged and Disabled (**AD**), Traumatic Brain Injury (**TBI**), and Intellectual/Developmental Disabilities (**ID/DD**). These help with:

- Arranging services at home or in the community
- Support for daily activities
- Learning skills to be independent at home
- Learning skills to get and maintain employment

*ID/DD services include the Family Support Waiver (FSW), Developmental Disabilities Adult Day Waiver (DDAD), and the Comprehensive Developmental Disabilities Waiver (CDD)

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If you are not currently receiving Nebraska Medicaid benefits or do not have an application pending, you will need to apply for Medicaid as part of the application process for HCBS Waiver services, as it is a Medicaid waiver program.

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Medicaid Application

To apply for Medicaid, visit iServe Nebraska at <https://iserve.nebraska.gov/>.

Select the programs you want to apply for

Check all that apply. You must select at least one program to proceed.

If the program you are interested in applying for is not listed, please contact a DHHS office. A list is available by clicking this [link](#).

Healthcare

Healthcare/Medicaid

Health care services to eligible low-income adults, children, pregnant women, seniors and individuals with disabilities.

This application may also be used to determine eligibility for tax credits which can help to pay for health coverage premiums.

Helps with healthcare costs for people of all ages with low income. This includes:

- Children's Health Insurance Program (CHIP)
- Tax credits that can immediately help pay your premiums for health coverage, or
- Affordable private health insurance plans that offer comprehensive coverage to help you stay well.

This is the same location as the Waiver application.

By selecting both boxes, you can apply for Medicaid and a Waiver at the same time.

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HCBS Waiver Paper Application

Paper Application (DD-10)

- Print from the website
- Call (877) 667-6266 to have it mailed
- Visit a DHHS office

Foreign Language Options

Paper applications are available in the following languages:

- | | |
|------------------------|--------------|
| ✓ Arabic | ✓ Nepali |
| ✓ Burmese | ✓ Russian |
| ✓ Chinese (Cantonese) | ✓ Somali |
| ✓ Chinese (Simplified) | ✓ Spanish |
| ✓ French | ✓ Swahili |
| ✓ German | ✓ Tagalog |
| ✓ Hindi | ✓ Telugu |
| ✓ Karen | ✓ Thai |
| ✓ Korean | ✓ Vietnamese |

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Application for Home and Community Based Service (HCBS) Waiver

This application is for all Home and Community Based Service (HCBS) Waivers. The person needing services is the applicant. Let us know if assistance or an alternative format is needed. You can reach out to 877-667-6266 for questions. Please select the HCBS waiver you are applying for:

Intellectual or Developmental Disabilities (ID/DD)
 Aged and Disabled (AD)
 Traumatic Brain Injury (TBI)

1. I am applying for Intellectual or Developmental Disability Waiver
Do you have an intellectual or developmental disability?
 Yes No
Did your intellectual or developmental disability occur before the age of 22?
 Yes No

2. I am applying for the Aged and Disabled Waiver
I am currently living in:
 Assisted Living Private Residence Nursing Home Hospital Homeless
I would like to receive AD Waiver services:
 Assisted Living Private Residence

3. I am applying for the Traumatic Brain Injury Waiver
Do you have a traumatic brain injury?
 Yes No
Did the injury occur after birth and is not hereditary, congenital or degenerative?
 Yes No

SECTION 1: Applicant

1. First Name	Middle Initial	Last Name	Ext.
2. List any previous names used, including maiden name, if applicable:			
3. Birthdate	SSN	Phone (include area code)	Gender
4. Address	City	State	Zip
5. Mailing Address	City	State	Zip
6. Email			
7. Preferred Language			
8. Have you or a family member ever served in the military? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, name: _____			
9. Signature			
10. Relationship to Applicant			Date

DD-10 Rev. 4/2023

NF Waiver Application Process

Aged & Disabled and Traumatic Brain Injury Waivers

Verify (90 days)

- Medicaid and Long-Term Care (MLTC) determine Medicaid eligibility.
- (TBI) Adults aged 18 to 64 years of age.
- Disability determination from Social Security or the State Review Team.
- (TBI) Diagnosed with a Traumatic Brain Injury caused by an insult to the brain from an external mechanical force.

Assess (60 days)

- Assessments completed by the Enrollment and Eligibility (E&E) unit.
- Nursing Facility (NF) level of care determined.
- Applicant notified of their eligibility status.

Plan

- Service Coordinator meets with the participant (contact made within 7 days).
- The Person-Centered Plan (PCP) is developed and approved to address unmet service needs.

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ICF Waiver Application Process

Family Support, Adult Day, and Comprehensive Waivers

Verify (90 days)

- Medicaid (MLTC) determines Medicaid eligibility.
- Disability determination from Social Security or the State Review Team.
- Diagnosed with a developmental disability as defined in Neb. Rev. Stat. §83-1205.

Assess (60 days)

- Assessments completed by the Enrollment and Eligibility (E&E) unit.
- Intermediate Care Facility (ICF) level of care determined.
- Applicant notified of their eligibility status.

Plan

- Service Coordinator meets with the participant (contact made within 7 days).
- The Person-Centered Plan (PCP) is developed and approved to address unmet service needs.

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Any Questions?



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DDD Contact

General Information

dhhs.developmentaldisabilities@nebraska.gov

HCBS Eligibility

dhhs.HCBSwaiverapp@nebraska.gov



(877) 667-6266



Resources webpage



@NEDHHS



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dhhs.ne.gov

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