

Small Group Vocational Support

The service definition and limits outlined below do not include all details and requirements. For the service standards, limitations, provider types and qualifications, and reimbursement information, refer to the appropriate Medicaid HCBS DD Waiver.

Waiver Availability

Comprehensive Developmental Disabilities (CDD) Waiver
Developmental Disabilities Adult Day (DDAD) Waiver

NFOCUS Service Codes

Small Group Vocational Support – Agency 8338

Service Definition

Small Group Vocational Support is a habilitative service provided at a business or in the community. In Small Group Vocational Support, a participant, or a group of participants, learn work skills and appropriate work behavior, which can be used to seek competitive employment in the future.

Conditions of Provision

- A. A participant chooses each service based on their needs.
 - 1. Services should increase independence and community integration; and
 - 2. The chosen waiver services and who provides them are documented in the participant's Individual Support Plan (ISP).
- B. Small Group Vocational Support includes:
 - 1. Opportunities for a participant to be paid while gaining work experience in a community business setting;
 - a. A participant receiving Small Group Vocational Support is not employed by the community business.
 - b. The agency provider holds a contract with the business for a job and the business pays the agency provider for the contract.
 - c. The agency provider pays the participant or group of participants who complete the job.
 - 2. Opportunities for interaction between participants and employees or customers; and
 - 3. Assistance with personal care, health maintenance activities, and supervision.
- C. Small Group Vocational Support is not competitive integrated employment.
- D. Small Group Vocational Support is a habilitative service and must include habilitation programs. Individual habilitation programs must be conducted, and data recorded each time the service is provided.
- E. Examples of Small Group Vocational Support include but are not limited to an individual or crew doing work such as:
 - 1. Landscaping;

2. Mowing/snow removal;
 3. Cleaning;
 4. Sorting or folding documents;
 5. Newspaper routes;
 6. Laundry; or
 7. Clearing tables, dishwashing, or rolling silverware.
- F. Small Group Vocational Support has the following limitations:
1. Small Group Vocational Support cannot be provided in a provider owned or leased, operated, or controlled setting.
 2. Small Group Vocational Support is only available when a participant is determined not eligible for vocational rehabilitation services.
 3. A participant may receive Small Group Vocational Support in combination with other day services, but the total combined hours cannot exceed 35 hours per week. A week is defined as 12:00 am Monday through 11:59 pm Sunday. Other day services are:
 - a. Adult Day;
 - b. Behavioral In-Home Habilitation;
 - c. Community Integration;
 - d. Day Supports;
 - e. Medical In-Home Habilitation;
 - f. Prevocational; and
 - g. Vocational Rehabilitation job seeking and job coaching.
 4. Small Group Vocational Support cannot include any service or part of a service available through public education, including:
 - a. Programs in the participant's local school district, including after-school supervision and daytime services when school is not in session such as summer breaks, scheduled school holidays, and teacher in-service days;
 - b. During the school hours set by the local school district for the participant regardless of school chosen (public, private, or home); and
 - c. Educational service hours provided or available are included in the total combined day service hours of 35 hours per week.
 5. Small Group Vocational Support cannot overlap with, replace, or duplicate other similar services provided through Medicaid.
 6. Small Group Vocational Support must end when a participant starts a competitive, integrated job in the community.

Provider Requirements

The information outlined below does not include all provider requirements. It is intended to be general information about providers of this specific DD service.

- A. All providers of waiver services must:
 1. Be a Medicaid provider;
 2. Comply with all applicable Titles of the Nebraska Administrative Code and Nebraska State Statutes;
 3. Adhere to standards as described in the Division of Medicaid and Long-Term Care Service Provider Agreement;
 4. Complete DHHS trainings upon request; and
 5. Use universal precautions.
- B. Small Group Vocational Support can be offered by a DD agency provider.

1. A DD agency provider is a company enrolled as a Medicaid provider and certified by DHHS to provide DD services and is responsible for:
 - a. Hiring and supervising employees who work with the participant;
 - b. Employing staff based on their qualifications, experience, and demonstrated abilities;
 - c. Providing training to ensure staff are qualified to provide the necessary level of care;
 - d. Agreeing to make training plans available to DHHS;
 - e. Ensure adequate availability and quality of service; and
 - f. Other administrative functions.
- C. Small Group Vocational Support cannot be self-directed.
- D. A relative of the participant, but not a guardian or other legally responsible person of the participant may provide Small Group Vocational Support when they meet other requirements. Since this service is only available from agency providers, the relative would need to be an employee of an agency provider.

Rates

- A. Small Group Vocational Support must be purchased within a participant's annual individual budget amount.
- B. Small Group Vocational Support is reimbursed at an hourly rate.
- C. The cost of transportation is:
 1. Included in the rate during Small Group Vocational Support;
 2. Not included in the rate to the site where Small Group Vocational Support begins; and
 3. Not included in the rate from the site where Small Group Vocational Support ends.
- D. Waiver funds cannot be used:
 1. To pay or add to a participant's wages; or
 2. For incentive payments, subsidies to the business, unrelated vocational training expenses, or to supplement a participant's wages.
- E. DD Rates are listed on the [DD Provider webpage](#).
 1. Only one fee schedule is effective at a time.
 2. The start date is on each schedule; once a fee schedule is no longer valid an end date is added.