



Jobs for You Proposal August 26, 2019

The RESPECT Jobs for You (JFY) initiative is a unique employment service for individuals with the most significant disabilities who require ongoing support services to prepare them for competitive employment. The initiative will transition some of the 19,000 adults with significant disabilities from facility-based day programs to jobs that pay minimum wage or higher and are integrated into a nondisabled workforce. The model offers continuing assistance from an employment specialist to maintain long-term employment for individuals who have previously been unable to succeed in traditional employment.

Not only will individuals with significant disabilities earn wages for work performed, they will also receive the supports they need to ensure continued success at work. JFY will:

- Ensure placements are consistent with the individuals' strengths, abilities, interests, and informed choice;
- Promote social integration, productivity, and maximum use of employees' skills and abilities;
- Take place in an integrated work setting;
- Assist individuals with developmental disabilities, severe and persistent mental illnesses, or other significant disabilities;
- Maintain needed support services to ensure a successful placement; and,
- Build extended, ongoing supports with employers to assist individuals in maintaining employment.

RESPECT seeks to partner with ADTs and other disability providers, the Division of Vocational Rehabilitation (VR), the Agency for Persons with Disabilities (APD), private businesses, and local governmental entities to develop an employment model that features an overlay of support services for adults with significant disabilities who require extensive supports prior to transitioning to competitive employment. The initiative will provide real employment experiences for adult workers who seek to enhance their employment skills and should lead to successful, competitive employment at the host sites. JFY enrollment will be for up to 24 months or until competitive employment occurs, but may be extended if resources are available.

The JFY model will require the presence of Supported Employment (Job Coaching) supports to meet the needs of eight (8) individuals working half-time. The enrollees will be expected to perform as employees and will be paid minimum wages or above.

Other features include:

- Placement sites will be of adequate size to ensure that the employees are fully integrated into the non-disabled workforce.

- Job Coaches will be on site and will provide the training and oversight the employees need on a daily basis. Job Coaches will be trained in the skills the employer seeks to hire.
- Job Coaches will work with individuals and their Support Coordinators to ensure that potential employees are desirous of work and that all the involved parties understand individuals' employment goals.
- Job Coaches will work with employers to create customized employment opportunities for the JFY employees.
- Individuals who have received Career Counseling Information and Referral (CCIR) services and have expressed interest in competitive employment will receive priority consideration for enrollment in the JFY model.
- Individualized supports will be provided to the employees based on their unique needs and the needs of the employer. VR will be a primary partner and will provide initial services and supports to assist individuals in achieving their desired employment outcomes.
- It is anticipated that many of the employees will be hired during their job preparation experience.
- For eligible individuals who need continued supports and are iBudget Waiver recipients, Phase 2 assistance will be funded by the Agency for Persons with Disabilities (APD) once the individual has reached the Transition benchmark of 90 days of stable employment.

Cost Modeling:

Phase 1

- The VR placement process and benchmarks could flow as follows for the first five months or 150 days:
 - Career Plan
 - OJT Plan and Agreement 1 – OJT
 - OJT Final Report 1 – OJT
 - OJT Plan and Agreement 1 – OJT
 - OJT Final Report 2 – OJT
 - OJT Plan and Agreement 1 – OJT
 - OJT Final Report 3 – OJT
 - Placement. At this point, the Job Coach works with the Support Coordinator to write in Supported Employment dollars into the iBudget Plan to get the Individual Stability Plan developed and written (usually takes about 60 days to get nailed down)
 - Stabilization (usually 30 days) SEP
 - (90 days post stabilization) SEP
 - Outcome (150 days post stabilization) VR SEP
 - Medicaid Waiver or EEP

The annual VR per person cost for support services are estimated to be no more than \$4,233 per year for OJT and \$8,894 for Supported Employment benchmarks, or \$13,793 total. The

support services include OJT placements (up to 3 rotations), Supported Employment Benchmarks such as a Career Plan, Job Placement, Stabilization, Transition, and Outcome.

Phase 2 – Extended Services

iBudget Supported Employment Services will be provided after the first 150 calendar days, or when Phase 1 is completed for employees who have not been placed in competitive jobs.

- Supports may include: arranging transportation, placement, training or retraining the supported worker, developing natural supports and assistive technology, if needed, to perform job duties.
- Under the model, Job Coaches will need to be onsite to provide Supported Employment services for each employee.
 - Assuming Phase 2 immediately follows Phase 1, iBudget Supported Employment services should be provided for 140 days (7 months @ 20 work days per month) for the remainder of year one.
 - Using the non-geographic, agency, individual Supported Employment hourly rate of \$36.20 (\$9.05 per quarter x 4 quarters), the cost would be:
 - \$36.20 hourly rate x 8 hours of support provide per day = \$289.60 per day (one hour of Supported Employment supports per day, per individual, for eight individuals)
 - \$289.60 x 140 days = \$40,544 in annual costs to support employment of eight half-time individuals at an average cost of \$5,068 per year.
 - For year two of the model, if the same employees remain on the job for the entire year and receive Phase 2 services only, the estimated cost would be \$69,504 (240 days x \$289.60 per day) for an annualized average per person cost of \$8,688.
- NOTE: The cost modeling represents maximum costs and assumes 100% utilization of the available services. The funding should be adequate to attract provider agencies that can offer individualized, person-centered services that will result in positive employment outcomes for individuals served.

Employee wages will be negotiated with the RESPECT customer and will be paid based on market value for the service provided. Wages must meet or exceed minimum wage standards.

RESPECT will partner with certified Employment Centers (ECs), or certify non-profit ADTs who meet eligibility requirements, to work within the RESPECT program as part of the initiative. The RESPECT model allows governmental entities to purchase outside of the competitive bid process which may be an attractive benefit for some agencies.

Certified ECs will reach out to large local government or business contacts for potential customers who want to contract with RESPECT to purchase the services of a well-supported team of individuals who desire to work in an integrated setting. RESPECT will provide wage negotiations, contract supervision, and trouble-shooting assistance needed to ensure services are provided according to the customer's scope and expectations.