**SE Webinar #2**

**Application of Supported Employment Standards**

**Handout # 1**

**Jorge’s Case Study**

***Jorge***

**DARS Assessment and Planning process**:

Jorge applied for DARS services with the assistance of his parents on 5/15/14. The DARS counselor interviewed Jorge and his parents, reviewed the IDD Person Directed Plan (PDP) and Individual Plan of Care (IPC) and other records provided by his IDD providers and interviewed Jorge’s HSC Service Coordinator as part of the Assessment and Planning process. The counselor also referred Jorge to the DRS Benefits Subject Matter Unit Resource Facilitator (SMURF) to obtain basic information about the effect of Jorge working while on benefits.

Jorge stated in his application interview with the DARS counselor that he wants to work in a “real job” in the community. Jorge is a 23-year-old man who lives with his mother, father, paternal grandmother and one older brother. Using funding through Home and Community-Based Services (HCS), a Medicaid waiver, he goes to a day habilitation program 5 days a week. His family reports that Jorge was much happier when he was at school because he really liked the idea of working. They feel that he can do more than he is being asked to do at the day habilitation program. Jorge is diagnosed with profound Intellectual Developmental Disability (IDD) and Autism.

The counselor identified that Jorge needs structure and support to perform assigned tasks at the day habilitation and sheltered employment center he attends. His family reports that he is independent in performing ADLs with some prompting and needs reminders to perform assigned chores. Jorge also has limited verbal communication skills but is able to use tools to augment his ability to communicate with strangers. Jorge’s social skills with new people are limited, but after he gets to know you, communication and interaction is much easier.

Jorge receives SSI and Medicaid. The family does rely on Jorge's $721 SSI monthly check to cover his personal expenses and a portion of home expenses. The Counselor and SMURF have explained to Jorge and his parents that as he earns money through wages his money through SSI will decrease but that he will have more money overall. Since, the combination of any earnings that he has plus his SSI will be more than $721, the reduction in SSI cash benefits should not be a concern. He will have more money for his expenses when he works.

The family is also concerned that he continues to receive Medicaid and the HCS Medicaid waiver. . Jorge could earn up to $33,407 gross annual income per year (calendar year 2014) and remain be eligible for Medicaid through the SSI program 1619 b. In addition, the HCS waiver allows participants to earn up to 300% of the Federal Benefit Rate, or $2,163 a month and remain eligible for HCS services. Jorge indicated that he does not want to work more than 25 hours per week. Given this, it is unlikely that his earnings would ever reach the income eligibility limits to continuing in the Medicaid program and his HCS Medicaid waiver.

The family understands they must report Jorge’s monthly earnings to SSA and contact the DRS SMURF if there are any questions or letters from SSA about any change in his status. He should also investigate if he has any Impairment Related Work Expenses (IRWE) for items or services such as para-transit or co-payments for medications. IRWEs will provide a slightly increased amount of SSI cash benefit to assist Jorge in paying for the IRWEs. The SMURF cautioned that all calculations with SSA are fluid and once a job, wage and hours of employment are established, a full Benefits Summary and Analysis (BS&A) should be developed. The VRC will provide Jorge information about his local Community Work Incentive Coordinator (CWIC) who will write the BS&A. Based on all of the information gathered during assessing and planning, the DARS counselor determined that Jorge has four functional limitations of communication, self-care, self-direction, and work skills, and he needs extended supports for successful employment which indicates that supported employment would be the best employment service option.

The DARS counselor met with Jorge, his parents and the HCS Service Coordinator to develop his IPE and choose an SE service provider. The counselor explained DARS supported employment and indicated that due to Jorge’s need for long term/extended supports on the job, supported employment would provide him with the best opportunity to work successfully in the community. The counselor then provided an overview of the SE benchmark process, so that they fully understood the participation requirements and the time frames involved.

The HCS Service Coordinator indicated that she would add the extended services/long term supports needed to his PDP and IPC. The long term supports are known as Supported Employment in HCS.The DARS counselor asked the Service Coordinator to share a copy of the updated IPC as HCS Supported Employment will need to be in place before starting the DARS supported employment process. Next, the DARS counselor reviewed the list of SE providers in the area. Jorge and his parents decided to work with Super Supported Employment Provider as their office is closest to their home, and the provider also has a lot of experience working with people with IDD.

The IPE was completed with SE services and Supported Employment provided through HCS. The DARS counselor completed a referral to the SE provider chosen on 8/16/14 and tentatively scheduled a date for the SESP Part 1meeting with the provider, consumer, family, HCS case manager and Jorge’s circle of support members.

After receiving the referral the provider scheduled an appointment to meet with Jorge on 8/22/14 to begin work on the SEA.