**RPM 9.3.3**

**9.3.3 Employment Premium Services**

VRC can purchase Employment Premium Services from contracted providers when a consumer can positively benefit from the service. One or multiple Employment Premium Services can be purchased for a consumer, for example, the Deaf Service Premium and Criminal Background Premium if the consumer meets the criteria for each The Deaf Premium Service can be purchased with either Bundled or Non-bundled Job Placement Services. The Criminal Background Premium, Wage Premium, or Professional Placement Premium can be purchased with Bundled Employment Services.

If a Counselor decides to purchase an Employment Premium Services it must be indicated on the DARS 1833, Job Placement Services Placement Plan and Benchmark Status Report, and be authorized by a Purchase Order.

Refer to the Standards for Providers (SFP) for additional details about utilizing Employment Services Premiums Insert link to DRS SFP Chapter 8.3.

All information in the Employment Premium Service section below is identical to that in the Standards for Providers Manual, Chapter 8: Standards for Employment Services.

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| **Standards for Providers: Employment Premium Service** Insert link to DRS Standards Ch. 8.4 Employment Premium Services.**Service Overview:**A DARS Counselor may purchase the optional services(s) described below for a consumer. The consumer must meet the requirements to be eligible for the Employment Premium Service and the provider must receive a purchase order that authorizes the Employment Premium Service. An Employment Premium Service payment is paid only once and is paid when the consumer achieves the required criteria. For Bundled Services, such as Bundled Job Placement and Supported Employment, all benchmarks must have been completed before payment of any invoice for an Employment Premium Service. Form(s) and invoice(s) will be returned to the provider if incomplete. DARS will provide notification of issues related to the incomplete form(s) and/or invoice. The Employment Service Provider must resubmit forms and invoice correcting issues to gain payment of the invoice.**Service Descriptions and Scopes:****Criminal Background Premium**—For a consumer’s case to be eligible for Criminal Background Premium, DARS must have a Criminal Background Check (CBC) on file that indicates the consumer has* a felony criminal conviction, or
* a guilty plea with deferred adjudication for a felony criminal offense, or
* a no-contest plea with deferred adjudication for a felony criminal offense.

An Employment Services Provider is eligible for the Criminal Background Premium when the consumer gains employment that meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report or DARS1613, Supported Employment Service Plan including the Criminal Background Premium. The Criminal Background Premium must also be authorized by a purchase order. The premium payment is made only once, at the conclusion of the achievement of the Wage Employment Service. For fees chart, see 8.3: Fees. Link to 8.3 in this document.**Outcomes Required for Payment**DARS is authorized to pay the provider when an accurate and complete invoice and DARS1833 is submitted confirming that the consumer has otherwise achieved the requirements for Basic or Enhanced Job Placement Service Benchmark C or Benchmark 6 in Supported Employment Services.**Deaf Service Premium**—An Employment Service Provider is eligible for Deaf Services Premium when a consumer uses manual sign language to communicate and the job placement specialist or Supported Employment Specialist providing services to consumers is proficient with sign-language skills. The job placement specialist or Supported Employment Specialist must prove proficiency in sign language by evidence of either holding a Board of Interpreters for the Deaf (BEI) certification, a Registry of Interpreters for the Deaf (RID) certification, or a SLPI rating of intermediate plus. Employment Services Provider is eligible for DEAF Service Premium when the consumer gains employment that meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report, or DARS1613, Supported Employment Service Plan, including the Deaf Services Premium. The Deaf Services Premium must also be authorized by a purchase order. The premium payment is made only once, at the conclusion of the achievement of the Wage Employment Service. For fees chart, see 8.3: Fees. Link to 8.3 in this document.**Outcomes Required for Payment**DARS is authorized to pay the provider when an accurate and complete invoice and DARS1833 or DARS1613 is submitted confirming that the consumer* meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report or DARS1613 Supported Employment Service Plan; and
* has otherwise achieved the requirements for Basic or Enhanced Job Placement Service Benchmark C or Benchmark 6 in Supported Employment Services.

Proof (copy of certification) that the Job Placement Specialist or Supported Employment Specialist maintains a Board of Interpreters for the Deaf (BEI) certification, or a Registry of Interpreters for the Deaf (RID) certification, or a SLPI rating of intermediate plus, must be provided with invoice. **Wage Premium**—When a consumer has employment that meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report or DARS1613 Supported Employment Service Plan and the consumer earns a gross wage of $16 per hour for more than 20 hours per week. Employment Services Provider is eligible for Wage Premium when indicated on the DARS1833 or DARS 1613 and the Wage Premium is authorized by a purchase order. Proof of the consumer’s earnings and average hours worked per week must be submitted such as an itemized pay stub with the invoice. The premium payment is made only once at the conclusion of the achievement of the Employment Service. **Outcomes Required for Payment**DARS is authorized to pay the provider when an accurate and complete invoice and DARS1833 or DARS1613 is submitted confirming that the consumer* meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report, or DARS1613, Supported Employment Service Plan;
* has a job that earns $16 per hour for more than 20 hours per week with a copy of an itemized pay stub submitted for proof; and
* has otherwise achieved the requirements for Basic or Enhanced Job Placement Service Benchmark C or Supported Employment Benchmark 6.

**Professional Placement Premium**—When a consumer has employment in a job that meets all the criteria outlined in the DARS 1833, Job Placement Services Placement Plan and Benchmark Status Report, or DARS1613, Supported Employment Service Plan, and the position requires the completion of at least a bachelor's degree. This requirement must be stated in the employee's job description or job posting. The Professional Placement Premium must be indicated on the DARS1833 and the Professional Placement Premium must be authorized by a purchase order. The premium payment is made only once at the conclusion of the achievement of the Wage Employment Service.For fees chart, see 8.3: Fees. Link to 8.3 in this document.**Outcomes Required for Payment:**DARS is authorized to pay the provider when an accurate and complete invoice and DARS1833 is submitted confirming that the consumer* meets all the criteria outlined in the DARS1833, Job Placement Services Placement Plan and Benchmark Status Report or DARS1613, Supported Employment Service Plan;
* has a job that requires at least a bachelor's degree (copy of the job description or job posting must be submitted as proof); and
* has otherwise achieved the requirements for Basic or Enhanced Job Placement Service Benchmark C or Supported Employment Benchmark 6.
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