

Supported Employment Braiding and Sequencing of Funds

Karen Davis-ORS

Melanie Sbardella- ORS

Jay MacKay- BHDDH

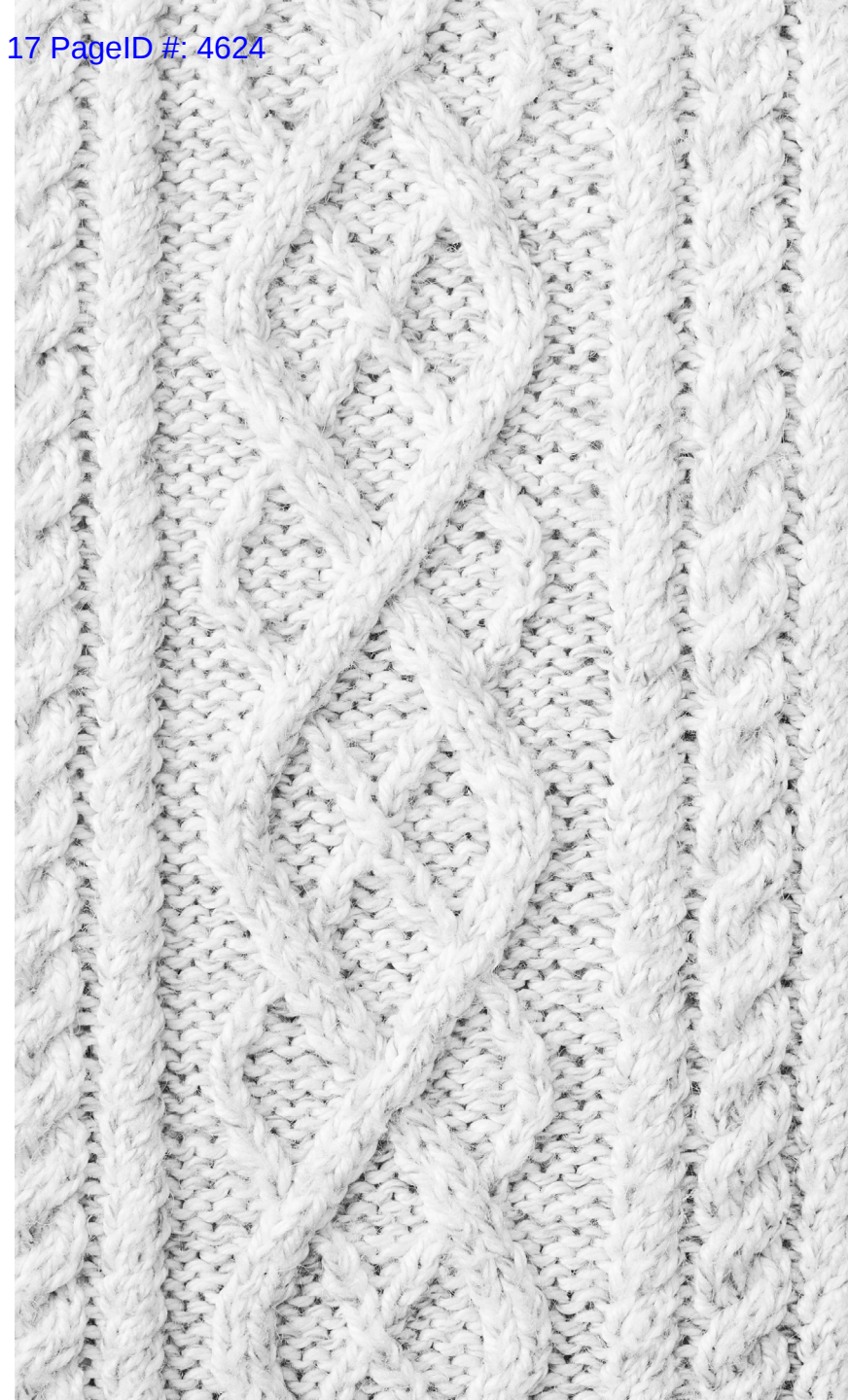
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Supported Employment Braiding and Sequencing Funding

Supported Employment Services are designed to assist individuals with the most significant disabilities, who have been found eligible for ORS, to find and keep a job in an integrated real work setting, and to earn at least prevailing minimum wage”.

– *ORS Supported Employment Fact Sheet 6/30/2022*



Braiding and Sequencing Definitions

Braiding: when multiple funding sources independently or at the same time provide specific services that support a job seeker with a disability in pursuing, obtaining, and maintaining CIE.

“Braiding occurs when multiple streams, separately and simultaneously, purchase and provide specific services that support an individual with a disability in pursuing, obtaining or maintaining CIE” -Lead Center WIOA Policy Development

Sequencing: occurs when many funding sources individually or in order provide specific services to support the job seeker in pursuing, obtaining, and maintaining CIE.

“Sequencing has proven to be an important, formative practice to coordinate resources and share responsibility and credit for individuals with disabilities achieving CIE” LEAD Center WIOA Policy Development



Sequencing of funding refers to the weaving together of federal, state and private funding streams -- and the development of funding strategies -- to support high quality programs.

ORS- Vocational Evaluation, Public Transportation Training, Community Based Work Experience, Job Preparation, Job Development, Job Placement, Job Retention, Time-Limited Job Coaching

BHDDH- Discovery, Skills Training, Job Development, Job Coaching

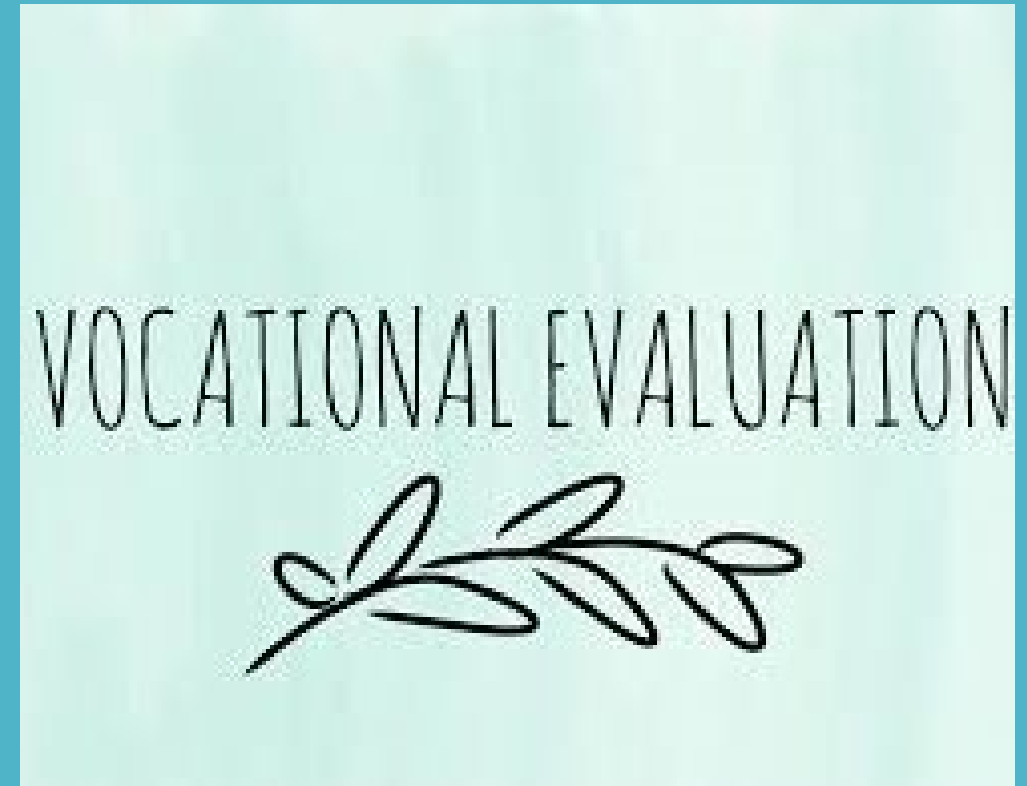
DLT- Skills Training

Refer to Braiding and Sequencing of Funds Map (Attachment)

What are the supported employment options that are available to BHDDH/ORS Job Seekers?

Vocational Evaluation (ORS)

- Review Discovery Finding
- Answers to Referral Questions and Background Information
- Summary of Community Experiences
- Observation and Findings
- Recommendations and Information about support needs and/or any job accommodations necessary
- Documentation Required:
- Vocational Rehabilitation Report- Invoice \$1500



Skills Training and Travel Training (ORS, BHDDH & DLT)

ORS

Public Transportation Training (\$450)

This service establishes that public transportation is appropriate for the individual depending upon the availability of RIPTA service for the desired location and travel destination. Some people may not be able to participate in this program due to lack of public transportation in their area, or the bus routes and schedules not meeting their transportation needs.

BHDDH

Travel Training (By Ratio at Hourly Rate)

Transportation is defined as transportation for an individual from his/her residence, or the immediate vicinity thereof, to and from the individual's program or place of employment.

Billing:

- Individuals are able to access up to 6 rides per day. Additional rides can be allocated in authorized funding.
- Transportation shall be billed under T2003 by modifier based on tier

Skills Training (By Ratio at Hourly Rate)

DLT

Skills Training

Community Based Work Experience (ORS)

The Supported Employment CBWE, is a resource to job seekers to facilitate informed choice and can be used for a multitude of purposes:

- To try one or more diverse types of work in real jobs
- To explore careers through exposure to work
- To assess work habits, work tolerance, interpersonal skills, and behaviors
- To provide information about a specific cluster of occupations
- To identify on-the-job and off-the-job support needs
- To try out a specific job with the intent of employment
- Individual receives minimum wage for the number of hours at the CBWE
- Billing: 40 hours, \$2530 with Report

Job Preparation (ORS)



A service intended to prepare ORS clients for competitive integrated employment. This service consists of a four-week structured program (three hours, three days per week for a total of 36 hours) to address job- seeking skills, interviewing, appearance/hygiene, barriers to employment, interpersonal skills, resume development, and work history.

Billing: 4 weeks, \$1850, report included

Job Development (ORS and BHDDH)

ORS

- ORS funds Job Development service. The job seeker does not have to be present. Goal must be consistent with ORS Individualized Plan for Employment(IPE).
- ORS will fund Job Placement Services. The job must be consistent with goal on the ORS Individualized Plan for Employment(IPE). The placement can either be full-time or part-time (minimum of 10 hours per week) and must be a permanent position.
- ORS does not fund jobs that are Temporary or Seasonal.

Billing: 3 installments of \$750 (\$2250 total) with reports

BHDDH

BHDDH funds In-person Job Development

Billing: \$60.18 per hour.



Job Placement (ORS)

Billing: ORS pays \$2000 in two installments of \$1000.

- Payment 1 after 15 days of Employment
- Payment 2 after 30 days of Employment

During the first 4 weeks of placement a *Monthly Performance Review* Document will be completed to evaluate work performance at the work site and includes recommendations for supports. This report is expected every 30 days after that and can be submitted with Job Retention Invoices.

Job Retention and Supports(ORS and BHDDH)

- **ORS can fund Job Retention up to 20 weeks. These services can be invoiced in 4 week increments with justification (provide rationale) included on the *Monthly Performance Review* document.**
- **\$300 per week and requires 2 face to face contacts a week.**
- **BHDDH Retention Services (check billing guide)**



Job Coaching (ORS and BHDDH)



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- ORS SE Hourly Extension in specific situations to address critical issues. This represents hourly support time with the individual and is authorized through VR Counselor if needed. Billed \$45 an hour.
- BHDDH In-person supports billed \$34.40 per hour (\$8.60 quarterly)

**ORS and BHDDH can not be billed for the same Job Coaching hours.*

Not everyone will need or must utilize all the vocational services that may be available. Therefore, Supported Employment Services will be customized for the Job Seeker. The next slides give examples of funding from ORS, BHDDH, and DLT as we braid and utilize sequential services for the job seeker to be employed.

Examples of Braiding and Sequencing

Implementation of Vocational Services

The individual services may begin with the Discovery phase via BHDDH. The ORS/DD team may recommend the job seeker participate in an ORS Vocational Evaluation. Once completed, travel training may be one of the services recommended for the job seeker as they move to a CBWE. ORS can provide Travel Training anytime during the vocational process. Once the individual completes the CBWE they may move to a four-week ORS Job Prep Class. Once Job Prep is completed, they begin the job development process, including braided funds from ORS and BHDDH during the job search. When job seekers find customized integrated employment, they receive ORS Job Placement services. After a month of Job Placement, they move to ORS Supported Employment Job Retention and Supports. At this time BHDDH Job Coaching services can all be utilized for funding extra hours not supported by ORS.

Examples of Braiding and Sequencing Continued

Job Development/Placement Services

The Job Seeker and Team meet to discuss if an individual is appropriate in seeking customized integrated employment without the services previously mentioned. For example, if the Job Seeker has a work history and is looking for a job similar to what they have done in the past, they will begin with Job Development Fees and then advance to Job Placement once a position is obtained. As stated in the first paragraph, ORS & BHDDH will proceed with braiding funds



Braiding and Sequencing Funding Documents Included with this Power Point Presentation

- Braiding and Sequencing Supported Employment Funding Map
- Supported Employment Braiding and Sequencing Document
- ORS Supported Employment Fee Schedule
- Benefits Planning

THANK YOU!

For more information contact:

Karen Davis- ORS
karen.davis@ors.ri.gov

Melanie L. Sbardella- ORS
melanie.Sbardella@ors.ri.gov

Jay MacKay- BHDDH
gerard.mackay@bhddh.ri.gov

