Rehabilitation Services

Service Name	SUPPORTED EMPLOYMENT
Funding Source	Behavioral Health Services
Setting	• Community-based settings such as consumer's home, job site, neutral setting away from work place selected by consumer. • Minimal services provided in an office-based setting.
Facility License	None
Basic Definition	Supported Employment is designed to provide recovery and rehabilitation services and supports to consumers engaged in community-based competitive employment-related activities in normalized settings. A Supported Employment team provides assistance with all aspects of employment development as requested and needed by the consumer. The intent of the service is to support the consumer in the recovery process so the consumer's employment goals can be successfully obtained.
Service Expectations	• Initial employment assessment completed within one week of program entry. • Individualized Employment Plan developed with consumer within two weeks of program entry. • Assistance with benefits counseling through Vocational Rehabilitation for consumers who are eligible for or potentially eligible but not receiving benefits from Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI). • Individualized and customized job search with consumer. • Employer contacts based on consumer's job preferences and needs and typically provided within one month of program entry. • On-site job support and job skill development as needed and requested by consumer. • Provide diversity in job options based on consumer preference including self-employment options. • Follow-along supports provided to employer and consumer. • Participation on consumer's treatment/rehabilitation/recovery team as needed and requested by consumer including crisis relapse prevention planning. • Employment Plan reviewed and updated with consumer as needed but not less than every six months. • Services reflect consumer preferences with competitive employment as the goal and are integrated with other services and supports as requested by consumer. • Frequency of face-to-face contacts based upon need of the consumer and the employer. • Job Development activities. • All services must be culturally sensitive.
Length of Services	Length of service is individualized and based on criteria for admission and continued treatment as well as consumer's ability to make progress on individual employment goals.
Staffing	• Program Director: Three years experience in vocationally related service, vocational related degree preferred, or a Program Director of other rehabilitation service. • Supported Employment Specialist: High school with minimum of 2 years experience in the field and training, preferably by a nationally accredited training program, with evaluation of course competency. Supported Employment Specialists must be

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	capable to perform all phases of vocational services (engagement, assessment, job development, job placement, job coaching, and follow-along supports). • Personal recovery experience preferred for all positions.
Staffing Ratio	One full-time Employment Specialist to 25 consumers.
Hours of Operation	The program is flexible to meet the consumer's employment needs including day, evening, weekend, and holidays.
Desired Consumer Outcome	• Consumer has made progress on his/her self-developed service plan goals and objectives. • Consumer is competitively employed and maintaining a job of his/her choice.
Rate	• Capacity Expense Reimbursement-The provider is paid actual expenses with appropriate documentation up to 100% of the contracted amount in 12 monthly payments. • The budget follows Nebraska Vocational Rehabilitation financial guidelines including Interpreter Service Costs. • The budget is designed to make available to the behavioral health provider sufficient funding to engage in the Supported Employment Program. • No expenses paid for prevocational training, sheltered work, or employment in enclaves. • Transitional Employment Program (TEP) is acceptable when the clubhouse is certified by the International Center for Clubhouse Development (ICCD) and is used to help the consumer move toward competitive employment. TEPs can be no more than one-third (1/3) of the jobs in the program.