



# What is a Supported Employment Small Group Enclave?

## **The Department of Labor Definition of Enclave Work Site is:**

“a work site of a competitive employer where a worker with a disability or a group of workers with disabilities are working and supervised by staff from the work center staff. The workers remain on the work center's payroll and authorization to pay a subminimum wage is based on the work center's certificate.”<sup>1</sup>

## **Supported Employment Small Group Services in An Enclave Work Site**

### **The Goal of Supported Employment Small Group Services in an Enclave**

Supported employment small group services are designed to create a path to competitive integrated employment (CIE).<sup>2</sup> Services are expected to specifically involve strategies that enhance an individual's employability in CIE. Enclaves are one type of setting where small group supported employment services can provide structured environments in which individuals can work in businesses in the community to develop work skills and habits that include initiating interaction with coworkers, taking direction from supervisors, making transportation arrangements, and managing time and money. CIE is considered a successful outcome for an individual who receives small group supported employment services in an enclave setting.

## **Enclave Model Variations Using Small Group Supported Employment Services**

**Small Group Supported Employment Services-Enclave Model-Enclaves** are settings where workers work as a team, at a single worksite of a host community business or industry, with initial training, supervision, and ongoing support provided by a specially trained on-site supervisor, who may work for the host company or the placement agency. Services and training activities within the enclave are provided in regular businesses, industry, and community settings for groups of two (2) to eight (8) workers with disabilities. Individuals are typically employed by the agency that provides support services.

**Small Group Supported Employment Services-Dispersed Enclave Model-Dispersed Enclaves** are settings where each person works on a separate job, and the group is dispersed throughout the company. This model is typically used in service industries (e.g., universities, restaurants, and hotels). Initial training, supervision, and support are provided by a specially trained on-site supervisor, who may work for the host company or the placement agency. Individuals are typically employed by the agency that provides support services.

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<sup>1</sup> Excerpt from Department of Labor website: <http://www.dol.gov/whd/FOH/ch64/64K00.htm>

<sup>2</sup> <https://dwd.wisconsin.gov/dvr/partners/cie/definition.htm>

**Small Group Supported Employment Services-Mobile Work Crew Model-Work Crews** consist of a small crew of individuals with disabilities (up to 8 workers) who work as a distinct unit and operates as a self-contained business. The support agency generates employment for their crew members by selling a service. Crews may work at several locations within the community, under the supervision of the supported employment service agency staff. This type of work usually includes janitorial, maintenance, or groundskeeping. Individuals are typically employed by the agency that provides support services.

**Encounter Coding**

When utilizing Small Group Supported Employment services, indicate the Encounter Procedure Code and Secondary Modifier used for each member (e.g., 15 min. per diem or each).

**Coding**

<b>Employment Service</b>	<b>Time Units</b>	<b>Procedure Code</b>	<b>Modifier</b>	<b>SPC</b>	<b>Comments</b>
<b>Group Supported Employment (2 to 8)</b>	15 min	T2019	UP	615	T2019 = 15 min code
	per diem	T2018	UP	615	T2018 = per diem code
	each	T2018	UP/U7	615	U7 = each modifier
<b>Primary Modifier: UP = (2 to 8 individuals) Small Group Supported Employment</b>					