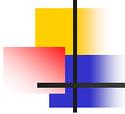


Module 3

Informed Choice,
The Inter-Disciplinary Team's Role
and
The Role of the
Prevocational Service Provider

Module Three:

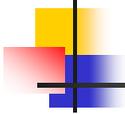
This module covers: Informed Choice; the Inter-Disciplinary Team's Role and the Role of the Prevocational Service Provider.



Informed Choice Regarding Employment Outcomes

- All Family Care members have the right to make informed choices about whether they want to work.
- Members can be supported by Family Care to work in integrated employment or in group community employment.

All Family Care members have the right to make informed choices about whether they want to work. Members can be supported by Family Care to work in integrated employment as defined in Module 1 of this training. Members also can be supported by Family Care to work in group community employment such as work crews, enclaves, or any community-based employment situation that involves three or more individuals with disabilities placed and supported to work together.



Prevocational Services are not an Employment Outcome

- Services are not outcomes in and of themselves.
- Services help people achieve outcomes.
- Prevocational services, including center-based services, are employment *services*, not employment *outcomes*.

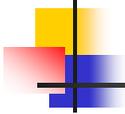
Family Care services are provided to help members achieve personally identified outcomes. Services are not outcomes in and of themselves. Therefore, prevocational services are not employment outcomes. Prevocational services, including center-based services, are one option to support members' personally identified employment outcomes.



Is Center-Based Employment something that Family Care can Support?

- Center-based employment is one model of prevocational services.
- All prevocational services authorized by an IDT must be delivered in ways that are consistent with the revised service definition and the intent of prevocational services as described in that definition.
- If a prevocational service that includes center-based employment will help a member maintain or make progress toward voluntary participation in at least part-time integrated employment, it can be considered for authorization through the RAD process.

In the member-centered planning process, members are encouraged to identify outcomes within the scope of what Family Care is able to address. Family Care members may wonder whether center-based employment is something that Family Care can support. As mentioned previously, center-based employment is a service not an outcome in and of itself. While center-based employment cannot be supported as an employment outcome, it can be authorized by an IDT as a prevocational service if it will help a member make progress toward voluntary participation in at least part-time integrated employment. Of course the IDT would use the Resource Allocation Decision-Making process or RAD to authorize vocational services just like it would for any Family Care Service.

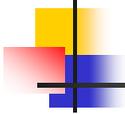


Informed Choice Regarding Employment Outcomes

- IDTs have a responsibility to assist members to make an informed choice about employment.

- Information provided should be
 - ⇒ Sufficient
 - ⇒ Accurate
 - ⇒ Understandable

IDTs are responsible for assisting members to make an informed choice about employment. The key to helping the member make an informed choice is providing information on employment options that is: sufficient, accurate, and understandable.



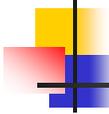
Best Practices for Facilitating Informed Choice with regard to Integrated Employment

- ⇒ Offer education on integrated employment
- ⇒ Explain how members find and keep jobs
- ⇒ Help the member meet and talk with individuals who are successfully working in integrated employment jobs
- ⇒ Have the member observe employment options (sometimes called “job shadows”)

There are a number of best practices that some prevocational providers are already using to help members make an informed choice about integrated employment. Some of these include:

- educating members about integrated employment,**
- explaining how vocational providers help members find and keep jobs,**
- arranging for members to meet and talk with individuals who are successfully working in integrated employment, and**
- having members observe different types of jobs in the community.**

Similar strategies can also be used to help members understand group community employment options like work crews and enclaves.



Best Practices for Facilitating Informed Choice with regard to Integrated Employment

- Helping members identify and consider their personal strengths, skills and interests
- Development and use of a "Non-Negotiables" list.
- Pre-employment services typically funded by DVR
- Providing opportunities for members to learn about what's involved in doing particular types of jobs or working in particular types of businesses

Additional strategies that prevocational providers may use to facilitate informed choice regarding integrated employment include the following:

Helping members identify and consider their personal strengths, skills, and interests by providing career planning activities or employment preparation classes.

Developing a "Non-Negotiables" list, which is a list of conditions the member expects will be honored in developing opportunities for integrated employment. For example, a member might say, "I don't want to work more than five hours a day" or "I can't work before 10 in the morning" or "I don't want to work in a place with loud noises." These would all be considered non-negotiable conditions.

Yet another strategy involves pre-employment services typically funded by DVR, including Supported Employment Assessment or Discovery. If you aren't familiar with Discovery, it is an alternative to traditional vocational assessment which allows the provider to get to know the person and to identify personalized preferences and conditions for employment as well as work contributions a person can make. DVR may also pay for time-limited community work experiences to help a person decide on a specific integrated employment goal.

And finally, strategies like informational interviewing and job shadowing can help members learn about what's involved in doing a particular job or working in different types of businesses.

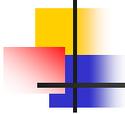


Best Practices for Facilitating Informed Choice with regard to Integrated Employment

Volunteer opportunities:

- Allow members to explore different areas of interest
- Engage in productive activities
- Interact with community members
- Experience similar routines
- Get accustomed to typical community environments

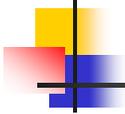
Another prevocational service activity that's a best practice strategy is volunteering . While some people choose to volunteer on a long-term basis, it can also be done on a short-term basis to allow members to explore different areas of interest. Volunteering also enables people to engage in productive activities alongside community members without disabilities. Volunteering allows members to experience a routine and community environments that may be similar to those associated with integrated employment. Of course, volunteer opportunities must be opportunities where it is typical for people to be volunteering. People with disabilities should not be volunteering in places where the majority of people are being paid and no formal volunteering program exists.



Choice of Employment Services

- Choice of personal outcomes is not the same as choice of services
- Services are authorized by the IDT using the RAD process
- RAD decisions are based on effectiveness & cost-effectiveness

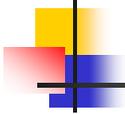
As you know, members have broad choices with regard to personal outcomes. However, services provided by the MCO to advance achievement of the member's outcomes are authorized by the member's IDT using the RAD. You know from experience that any services considered for authorization must be considered effective in advancing achievement of the member's outcomes. Then, among all the options identified that could effectively assist the member to achieve those outcomes, the IDT must authorize the service that is determined to be the most cost effective option.



Inter-Disciplinary Team Membership

- IDTs always include the member and legal guardian if one is appointed.
- Members may also invite others to join the IDT.
- Providers of services are not formal members of the IDT

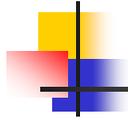
As you know the IDT includes the member and the legal guardian, if one has been appointed. Members may also invite others like family and friends to join the IDT. Providers of Family Care services are not formal members of the IDT.



Seeking input from prevocational service providers

- If a member is receiving prevocational services, the IDTs should seek input from the prevocational service provider
- Input should be received prior to each member-centered planning meeting

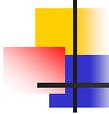
Because providers are not formal members of the IDT, the care manager is expected to seek input from prevocational service providers who are delivering services to the member. Provider input will be most valuable if it is sought in advance of each member-centered planning meeting.



Seeking input from providers

- Requesting a *six-month status and progress report* from prevocational service providers is highly recommended
- Division is developing a standardized form for statewide use, starting in 2011.

One way a care manager can easily and efficiently get input from a prevocational service provider is to request that the provider complete and submit a six-month status and progress report in advance of each member-centered planning meeting. Based on recommendations from various stakeholders, the Division is developing a standardized report form for statewide use. This will help ensure that consistent information will be reported to IDTs for all Family Care members receiving prevocational services.



What is your first and last name?

 Enter your first name
 Enter your last name

You are coming to the end of this module. If you are an MCO staff person, please enter your first and last name to confirm that you completed this module, and then click the next button. If you are not an MCO staff person, please enter John Doe or Jane Doe and click the next button.

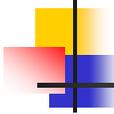


Please indicate the MCO you are employed by, if applicable.

Next

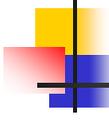
Clear

Please indicate the MCO you are employed by, if applicable and then click on the next button. If you are not employed by an MCO, please type N/A and then click the next button.



Do you have any questions about
information presented in module #3?

If you have any questions about the information presented in this module please type them in the box and press the next button. If you have no questions please type "no questions" and press the next button to continue.



Please rate the quality of the module.

The module was clear and easy to understand.

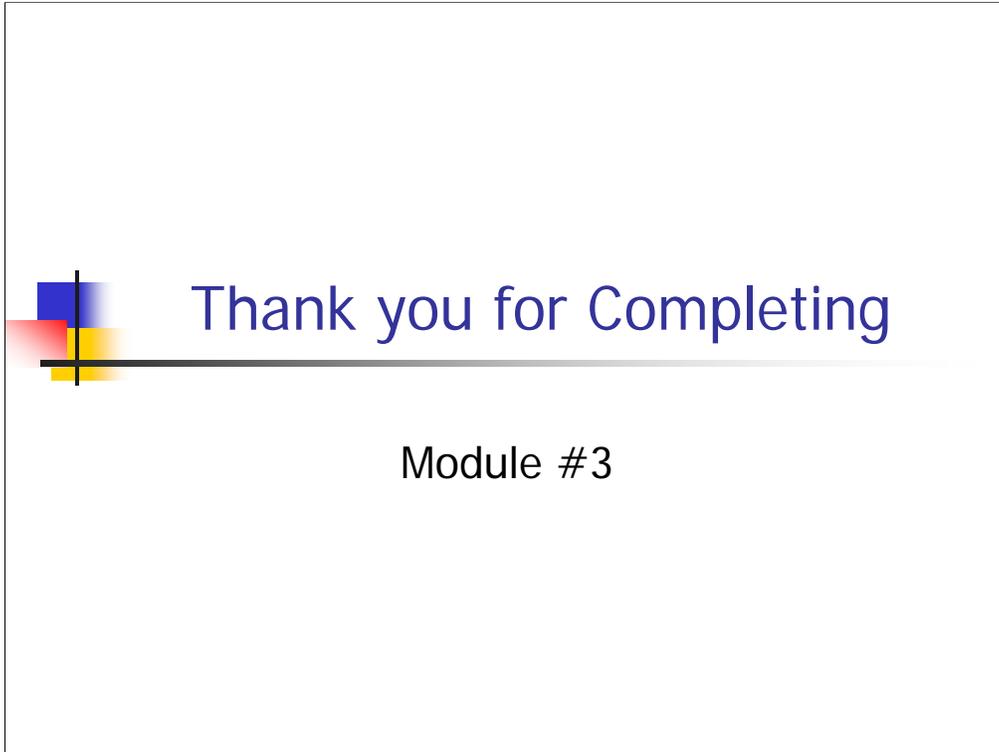
Strongly Disagree
 Disagree
 Neutral
 Agree
 Strongly Agree

Please rate the quality of this module and then press the next button.

Would you like to add any comments?

Next Clear

If you have any additional comments you would like to make please type them into the box and press the next button. If you have no additional comments please type "no comments" and press the next button to continue.



You have now completed this module. To move on to the next module click the next module button.