



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.”¹

An Enclave is a Small Group Supported Employment Model

The Goal of Supported Employment Small Group Enclave Model

Enclaves are designed to create a path to integrated community-based employment. Services are expected to specifically involve strategies that enhance a participant's employability in integrated, community settings. Enclaves provide structured environments in which individuals can work in the community to develop appropriate work skills and habits that include; initiating interaction with coworkers, taking direction from supervisors, making transportation arrangements, and managing time and money. Competitive employment or integrated supported employment is considered successful outcomes of supported employment enclaves.

Variations of the Supported Employment Small Group Enclave Model

Supported Employment-Enclave Model--Supported employment-enclaves are services and training activities provided in regular business, industry and community settings for groups of two (2) to eight (8) workers with disabilities. Generally, 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.

Supported Employment-Dispersed Enclave Model--Supported employment -Dispersed enclaves are supported employment services where individuals work in a self-contained unit within a company or service site in the community or perform multiple jobs in the company, but are not necessarily integrated with non-disabled employees of the company. This model is typically used in service industries (e.g., universities, restaurants, and hotels). Each person works on a separate job, and the group is dispersed throughout the company. 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.

Supported Employment-Mobile Work Crew Model--Work Crews are supported employment services where a small crew of persons with disabilities (up to 8) works as a distinct unit and operates as a self-contained business that generates employment for their crew members by selling a service.

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



The crew may work at several locations within the community, under the supervision of a job coach. The type of work usually includes janitorial or grounds keeping.

Encounter Coding

When coding Encounter data for Group Supported Employment indicate which Primary Procedure Code and Secondary Modifier for each member by the way your MCO is measuring a unit of Group Support Employment service (e.g., 15 min. per diem or each).

Coding

Employment Service	Time Units	Procedure Code	Modifier	SPC	Comments
Group Supported Employment (3 to 8)	15 min	T2019	UP	615	T2019 = 15 min code
	per diem	T2018	UP	615	T218 = per diem code
	each	T2018	UP/U7	615	U7 = each modifier
Primary Modifier: UP = 3 to 8, Group Supported Employment					