

## **Kansas Rehabilitation Services**

### **State Plan for Vocational Rehabilitation & Supported Employment Services Federal Fiscal Years 2014-2016**

#### **Attachment 4.8(b)(4) Arrangements and cooperative agreements for the provision of supported employment services**

Kansas Rehabilitation Services (KRS) enters into provider agreements with a variety of community agencies for the provision of supported employment services. Providers include community developmental disability organizations, mental health centers, independent living centers, and other public and private entities.

Through customized employment provider agreements, six key components or milestones are specified for supported employment services:

1. Creation of a job development action plan
2. Placement
3. Stabilization
4. 45 days of continuous, successful employment
5. Finalization of an extended ongoing service plan  
(This plan describes how the supported employment service provider will maintain extended supports once the time-limited VR services end. Or, the plan may describe how the overall community service system will provide the extended supports the consumer will need to maintain employment. These extended supports are not funded with VR dollars.)
6. Successful VR case closure in accordance with all of the requirements set out in federal regulations

In FFY 2013, KRS also implemented a Discovery/Supported Employment service provider agreement for individuals with the most significant intellectual disabilities. This service delivery model is part of the Great Expectations systems change initiative. Based on national research from the Rehabilitation Research and Training Center on Workplace Supports and JobRetention at Virginia Commonwealth University, this model identifies the following key components or milestones:

1. Creation of a discovery (assessment) action plan
2. Completion of the discovery assessment process
3. 10 days of successful employment and finalization of an instructional plan
4. Stabilization
5. Finalization of an extended ongoing service plan

6. Successful VR case closure in accordance with all of the requirements set out in federal regulations

Individualized job coaching may also be provided through service provider agreements.

The provider agreements also:

- Describe the time-limited services that will be provided through KRS for eligible individuals with the most significant disabilities.
- Address responsibility of the providers to coordinate with the community service system, which has responsibility for funding and providing the extended ongoing services necessary for the consumer to maintain employment once they exit the VR program.

The Individual Plan for Employment is used as the basis for referral to one of the providers. It also describes the criteria, specific to each consumer, for determining that job performance is stable, determining how and when progress will be evaluated, and describing how extended ongoing support services will be provided. After the consumer reaches stability on the job, the consumer, service provider and VR counselor work together to finalize the plan for extended ongoing supports. This allows the plan to be specific and customized according to the consumer's current work situation and support needs. As a result, the ongoing support section of the IPE may be amended, with the consumer's agreement, in order to reflect the most current information available.

The performance of these providers in helping clients secure competitive, integrated employment and wages consistent with their goals and priorities significantly impacts the overall KRS performance on standards and indicators. Therefore, accountability benchmarks have been established with the target of 80% of persons referred to service providers obtaining jobs within an average of 120 days, and 60% of persons referred achieving successful closures.

Through the provider agreement requirements and performance benchmarks, KRS' intention is to develop a network of effective supported employment providers whose focus is on the vocational objectives, goals, rehabilitation needs and priorities of the consumers to be served. KRS regional managers meet with providers on a periodic basis to maintain a collaborative relationship in this service delivery system and to address accountability and performance improvement, if necessary.

In implementing supported employment services, KRS funds individual job

placements. KRS emphasizes the importance of geographic distribution of services. KRS also places a priority on working with community agencies that have the capacity to:

- Develop productive relationships with employers.
- Encourage people with disabilities to learn about developing natural support networks.