

Supported Employment Services

BE D·B·H·D·D

Georgia Department of Behavioral Health & Developmental Disabilities

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Supported Employment Definitions and Expectations





What is Supported Employment (SE)?

A service that assists individuals with intellectual and developmental disabilities (I/DD) to:

- Find and maintain meaningful work that matches their individual needs
- Receive **competitive** employment at or above the minimum wage
- Be **integrated** in their community
- The outcome and expectation of Supported Employment services is Competitive Integrated Employment (CIE).

What is Supported Employment (SE) in NOW/COMP Waiver?

Supported Employment service provides **ongoing** supports that enable individuals, for whom **competitive** employment at or above the minimum wage is unlikely, without the provision of supports, and who, because of their disabilities, need supports to work in an **integrated** work setting.

Reminder

- Supported Employment services are **distinct** from other services and do not occur at the same time of day as other services. (COMP 3406.3; NOW 3006.3)
 - Community Access services, by policy and service definition, does **not** include employment or vocational training.
 - Pre-Vocational Services are for vocational training in general skills to prepare for CIE and is a **time-limited** service.



What is Competitive Integrated Employment (CIE)?

- **Can be a job that is made just for the person or a business created by the person.**
- **The workplace is in the larger local community**
- **The employee is paid by the employer and not the support system.**
- **The pay is minimum wage or higher**
- **The person works alongside all members of the community.**

**Important Legislation
that shapes
Supported
Employment Service
and Delivery**



Workforce Innovation and Opportunity Act of 2014

- The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:
 - Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
 - Receiving the same level of benefits provided to other employees without disabilities in similar positions;
 - At a location where the employee interacts with other individuals without disabilities; and
 - Presented opportunities for advancement similar to other employees without disabilities in similar positions.
- <https://www.dol.gov/agencies/odep/program-areas/cie>

Georgia's Employment First Act (HB831)

Supported Employment/Competitive Integrated Employment should be promoted as the **first and preferred option** offered to people with disabilities receiving government funded services.

Georgia's Employment First Act (HB 831)
signed into law May 8, 2018,
by Governor Nathan Deal

The HCBS Settings Rule and Supported Employment

- The Home and Community Based Services (HCBS) Settings Rule
 - The Settings Rule came into effect July 1, 2024
 - It outlines how NOW/COMP Medicaid Waiver services need to be delivered.
 - The Settings Rule ensures that everyone that is using NOW/COMP funding has the same access, opportunity, and informed choice to live, work, relax and recreate in their local communities just like everyone else!
 - Competitive Integrated Employment (CIE) is a key part of The Settings Rule.
 - 42 C.F.R. 441.301(c)(4)



Braiding and Sequencing of Funding in Supported Employment Services

Why NOW/COMP Waiver participants start at GVRA?

Waiver Manual Special Eligibility Conditions

Supported Employment Services are available only for individuals for whom the service is not available under a program funded under section 110 of the Rehabilitation Act of 1973 or the IDEA (20 U.S.C. 1401 et seq.). Documentation is maintained in the file of each individual receiving Supported Employment Services that these services are not available through any of these programs.

Non-Covered Services

Services that are available under a program funded under section 110 of the Rehabilitation Act of 1973 or the IDEA (20 U.S.C. 1401 et seq.).

Person already working

If a person comes into Waiver Services with a job, they can receive Supported Employment Services if the job meets the criteria for CIE.

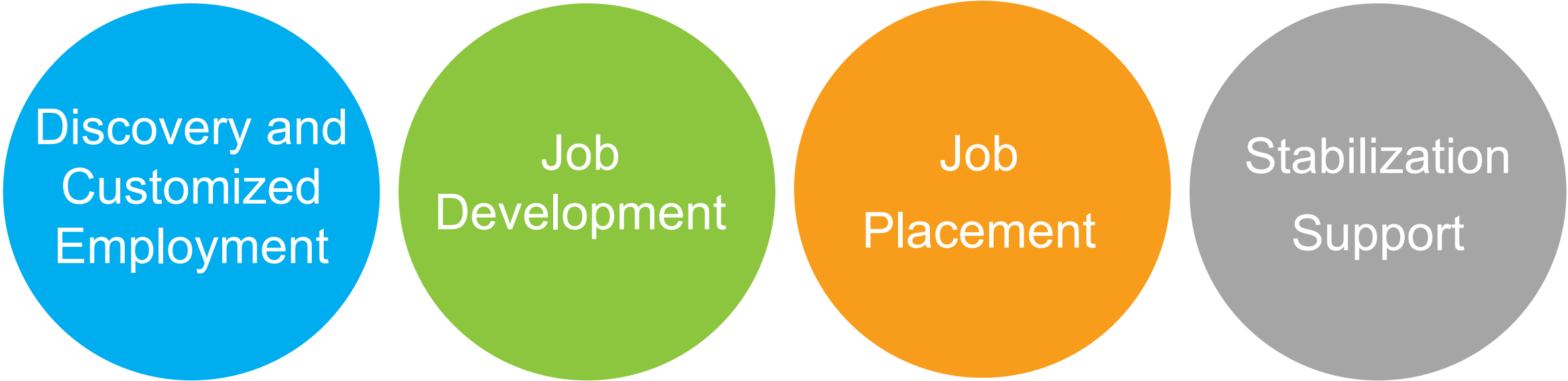
GVRA



GEORGIA VOCATIONAL
REHABILITATION AGENCY

**Initial Supported
Employment services
and supports are
funded by the
Georgia Vocational
Rehabilitation Agency.**

Initial Phases of Supported Employment



Discovery and
Customized
Employment

Job
Development

Job
Placement

Stabilization
Support

GVRA and Initial Services

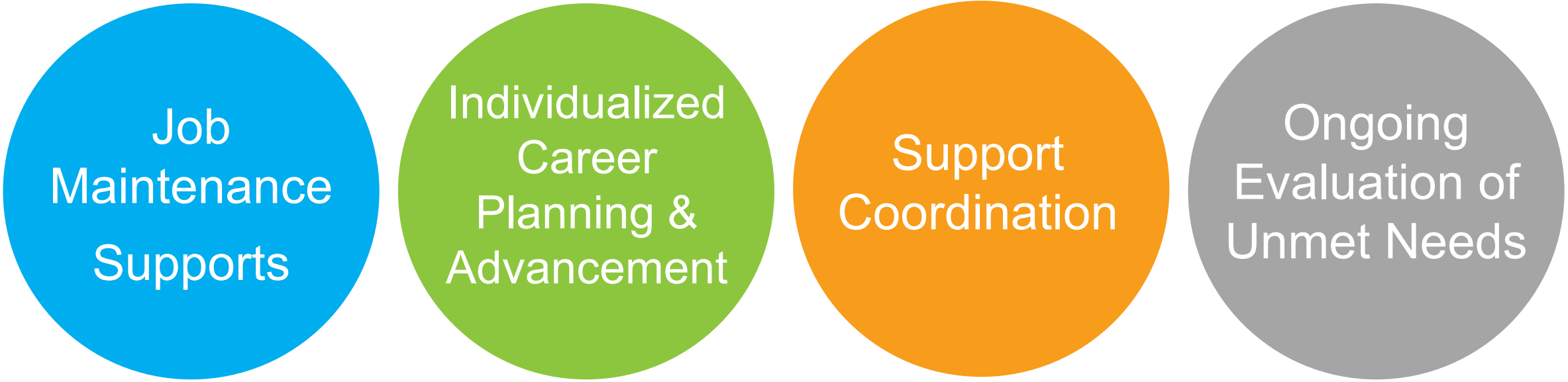
- DBHDD & GVRA have a Memorandum of Understanding (MOU) which allows for specific processes and collaboration.
- GVRA can offer more services and supports through Assistive Work Technology (AWT), interview/work clothing, and specific skills training needed for certification.
- GVRA is mandated by the Rehabilitation Services Administration (RSA) to provide these services to their communities.





**Extended Supported
Employment
services and
supports are
funded by
NOW/COMP
Medicaid Waiver
Funding.**

Extended Phases of Supported Employment



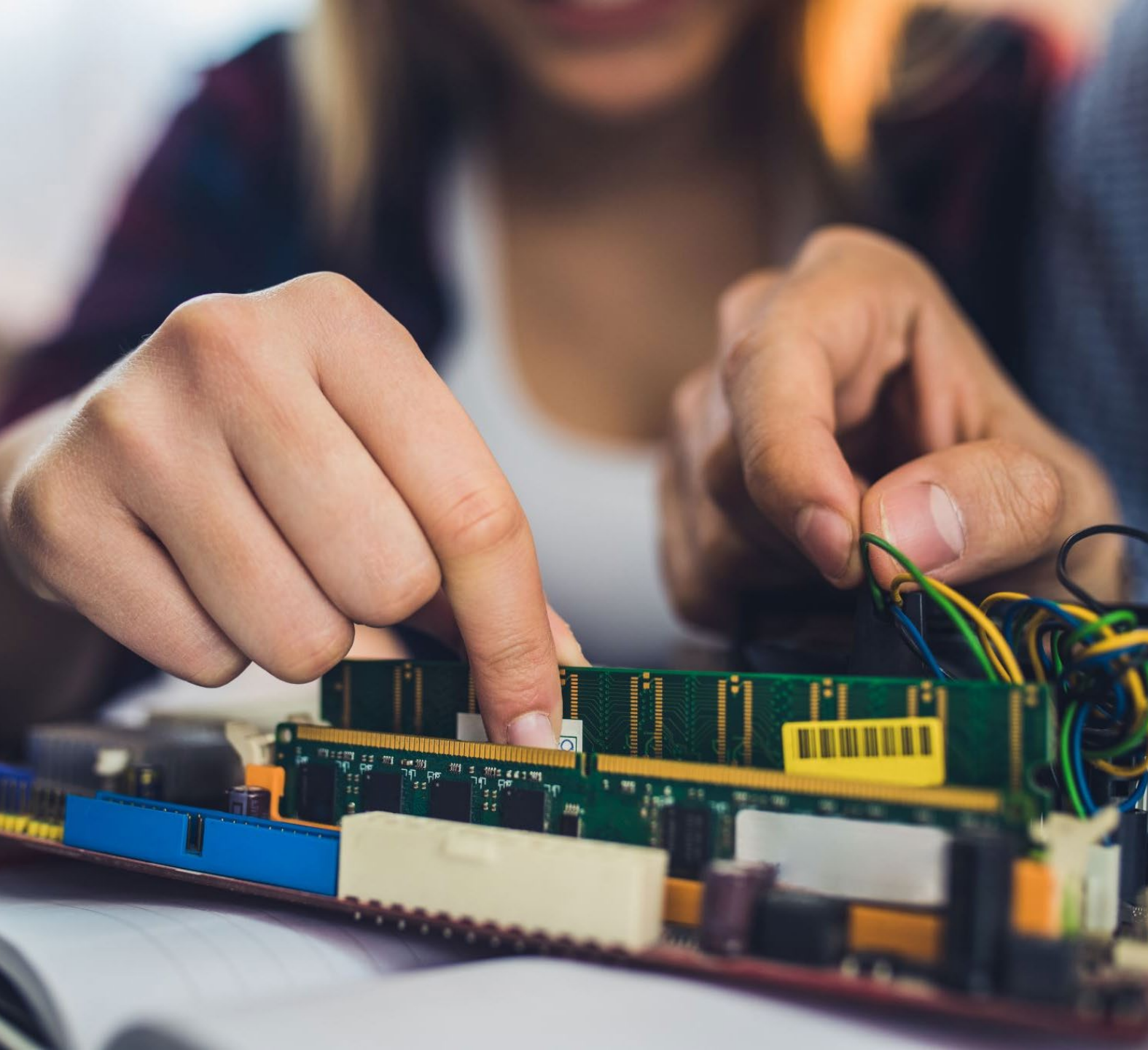
Job
Maintenance
Supports

Individualized
Career
Planning &
Advancement

Support
Coordination

Ongoing
Evaluation of
Unmet Needs

**Supported Employment Services
As of January 1, 2025**



Supported Employment has four distinct categories:

- **Individual Job Development**
- **Individual Job Coaching**
- **Job Maintenance**
- **Group**

SE Individual Job Development

- Activities needed to obtain paid work by individuals, including job location, prospective employer outreach, assistance with resume development, and job interview preparation, as well as services and supports that assist individuals in achieving self-employment through the establishment of a business.
- **Job Development services can only be authorized when not available through the Georgia Vocational Rehabilitation Agency (GVRA).**





SE Individual Job Coaching

- Services consist of activities needed to sustain paid work by individuals, including supervision, training, career advancement, and services and supports that assist individuals in achieving self-employment through the operation of a business.
- This service is distinguished from Job Maintenance in that individuals authorized for Job Coaching **typically require more direct, face-to-face support on an ongoing basis.**

Supported Employment Job Maintenance

- Consist of activities needed to sustain paid work by individuals, including supervision, training, career advancement, services and supports that assist individuals in achieving self-employment through the operation of a business, including helping the individual identifying the supports that are necessary for the individual to operate a business and providing ongoing assistance, counseling and guidance once the business has been launched. These services do not include the supervisory activities rendered as a normal part of the business setting.
- Individuals authorized for Job Maintenance activities typically require occasional support and generally do not need support for every hour they work. To be authorized for Job Maintenance, an individual must work at least 60 hours per month.





Supported Employment Group

- Services are provided to groups of individuals, with a staff to individual ratio of one to two or more. The staff to individual ratio for Supported Employment Group services cannot exceed one (1) to ten (10). Ratio billing is in accordance with actual support ratios of Employment Specialist to individuals.
- Service expectations are the same for SE Individual Job Coaching and Supported Employment Group, the only differences are in support ratios and transportation.
- Contract work in which the provider passes funds through to individuals for payment is **not** SEG, but Pre-Vocational Services.



Supported Employment Rates

Supported Employment-Job Developer*

SUPPORTED EMPLOYMENT - INDIVIDUAL - JOB DEVELOPER											
JD1	SUPPORTED EMPLOYMENT - INDIVIDUAL (JOB DEVELOPER)	T2019	UB	U1			15 min				17.92
JD2	SUPPORTED EMPLOYMENT - INDIVIDUAL (JOB DEVELOPER) - CO-EMPLOYER	T2019	UB	UA	U1		15 min				17.92
JD3	SUPPORTED EMPLOYMENT - INDIVIDUAL - DEAF & HARD OF HEARING (JOB DEVELOPER)	T2019	UB	UD	U1		15 min				19.26

*Supported Employment-Job Developer can only be authorized when the services are unavailable through Georgia Vocational Rehabilitation Agency (GVRA).

Supported Employment-Job Coach

All current ISP/PAs

SUPPORTED EMPLOYMENT - INDIVIDUAL											
SE1	SUPPORTED EMPLOYMENT - INDIVIDUAL	T2019	UB				15 min	8.73	COMP: \$11,196.23	* Annual Max is shared between Group & Individual	15.06
SE2	SUPPORTED EMPLOYMENT - INDIVIDUAL - CO-EMPLOYER	T2019	UB	UA			15 min	8.73	NOW: \$19,123.78		15.06

New ISP/PA's

SUPPORTED EMPLOYMENT - INDIVIDUAL - JOB COACH												
JC1	SUPPORTED EMPLOYMENT - INDIVIDUAL (JOB COACH)	T2019	UB	U2			15 min				15.06	* Annual Max is shared between Group & Individual \$21,686.40
JC2	SUPPORTED EMPLOYMENT - INDIVIDUAL (JOB COACH) - CO-EMPLOYER	T2019	UB	UA	U2		15 min				15.06	
JC3	SUPPORTED EMPLOYMENT - INDIVIDUAL - DEAF & HARD OF HEARING (JOB COACH)	T2019	UB	UD	U2		15 min				16.37	
JC4	SUPPORTED EMPLOYMENT - INDIVIDUAL - SELF-DIRECTED (JOB COACH)	T2019	UB	UC	U2		1 dollar				1.00	* Annual Max is shared between Group & Individual \$21,686.00

Supported Employment Maintenance

All current ISP/PAs

SUPPORTED EMPLOYMENT - GROUP												
SG1	SUPPORTED EMPLOYMENT - GROUP	T2019	HQ				15 min	2.16	COMP: \$11,196.23	* Annual Max is shared between Group & Individual	2.47	* Annual Max is shared between Group & Individual \$21,686.40
SG2	SUPPORTED EMPLOYMENT - GROUP - CO-EMPLOYER	T2019	HQ	UA			15 min	2.16	NOW: \$19,123.78		2.47	

All new ISP/PAs

SUPPORTED EMPLOYMENT - GROUP												
EG1	SUPPORTED EMPLOYMENT - GROUP (1:8 - 1:10)	T2019	HQ	U1			15 min					2.47

Supported Employment Group

All current ISP/PAs

SUPPORTED EMPLOYMENT - GROUP												
SG1	SUPPORTED EMPLOYMENT - GROUP	T2019	HQ				15 min	2.16	COMP: \$11,196.23	* Annual Max is shared between Group & Individual	2.47	* Annual Max is shared between Group & Individual \$21,686.40
SG2	SUPPORTED EMPLOYMENT - GROUP - CO-EMPLOYER	T2019	HQ	UA			15 min	2.16	NOW: \$19,123.78		2.47	

All new ISP/PAs

SUPPORTED EMPLOYMENT - GROUP												
EG1	SUPPORTED EMPLOYMENT - GROUP (1:8 - 1:10)	T2019	HQ	U1			15 min				2.47	* Annual Max is shared between Group & Individual \$21,686.40
EG1	SUPPORTED EMPLOYMENT - GROUP (1:5 - 1:7)	T2019	HQ	U2			15 min				3.38	
EG1	SUPPORTED EMPLOYMENT - GROUP (1:3 - 1:4)	T2019	HQ	U3			15 min				5.37	
EG1	SUPPORTED EMPLOYMENT - GROUP (1:2)	T2019	HQ	U4			15 min				8.95	
SUPPORTED EMPLOYMENT - GROUP (DEAF & HARD OF HEARING)												
EG3	SUPPORTED EMPLOYMENT - GROUP (1:8 - 1:10)	T2019	HQ	UD	U1		15 min				2.63	* Annual Max is shared between Group & Individual \$21,686.40
EG3	SUPPORTED EMPLOYMENT - GROUP (1:5 - 1:7)	T2019	HQ	UD	U2		15 min				3.63	
EG3	SUPPORTED EMPLOYMENT - GROUP (1:3 - 1:4)	T2019	HQ	UD	U3		15 min				5.78	
EG3	SUPPORTED EMPLOYMENT - GROUP (1:2)	T2019	HQ	UD	U4		1 dollar				9.67	

How Do I Stay Informed?



If you have any questions,
please reach out to our Provider Information network:

<https://dbhdd.georgia.gov/be-connected>



Questions?

Contact Information

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DBHDD Supported Employment Inbox

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Disabilities

BE D·B·H·D·D

BE COMPASSIONATE

BE PREPARED

BE RESPECTFUL

BE PROFESSIONAL

BE CARING

BE EXCEPTIONAL

BE INSPIRED

BE ENGAGED

BE ACCOUNTABLE

BE INFORMED

BE FLEXIBLE

BE HOPEFUL

BE CONNECTED

BE D·B·H·D·D