

## **11.00 POST-EMPLOYMENT SERVICES**

### **Definition**

Post-employment services are one or more vocational rehabilitation services that are provided subsequent to an individual's achievement of an employment outcome that are necessary for the individual to maintain, regain, or advance in employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, and interests.

### **Notification to Consumers**

At the time of successful closure, counselors must inform the individual of the availability and purpose of post-employment services and their right and responsibility to contact their counselor before leaving their job, or if any problems arise jeopardizing their job.

### **General Criteria/Guidelines for Providing Post-Employment Services**

Post-employment services may be provided if:

1. the individual has been determined to have achieved an employment outcome;
2. post-employment services are necessary for the individual to maintain, regain or advance in employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities and interests; and
3. the services to address the individual's rehabilitation needs are limited in scope and duration and do not require a complex or comprehensive level of service; and if the services can be provided under an amended IPE.

A redetermination of eligibility is not required in order to provide post-employment services.

### **Post-Employment Services vs. Reopening**

Post-employment services are available to meet an individual's rehabilitation needs if the needs do not require a complex and comprehensive level of services and are limited in scope and duration. If more comprehensive services are required, then a new rehabilitation effort should be considered. If the individual requires services that are complex and comprehensive that would require a long period of service provision, a new determination of eligibility should be made and if the individual is eligible, services

should be provided in accordance with a new IPE.

Example: If an individual develops a new secondary disability, or his/her disability becomes substantially worse, with new functional limitations, and the individual subsequently loses his/her job, a complex or comprehensive rehabilitation effort would be needed. If complex or comprehensive services are indicated, a new determination of eligibility should be made.

### **Examples of the Need for Post-Employment Services**

An individual's job is eliminated through reorganization and new placement services are needed in order for the individual to obtain employment in the same occupation.

An individual's employment is jeopardized because of conflicts with supervisors or coworkers and the individual needs short-term mental health intervention services to maintain the employment.

### **Scope of Services**

Post-employment services may include any vocational rehabilitation service or combination of services necessary to assist the individual in maintaining, regaining or advancing in employment.

Counseling and guidance are as important during the post-employment service period as they are during other phases of the vocational rehabilitation process.

Supportive services such as transportation, maintenance and personal assistance services may only be provided in conjunction with another rehabilitation service.

Services provided during post-employment services are subject to the same requirements as the provision of the service during any other part of the VR process. See Chapter 8.00 - VR Services for information regarding specific VR services.

### **Medical Information Needed for the Provision of Services During PES**

Current medical information should be obtained for individual's receiving post-employment services. The decision to obtain updated information or to use existing information can be made by the counselor or in consultation with the senior counselor or medical consultant (if available).

## **IPE**

Post-employment services are to be provided under an amended IPE developed and implemented in accordance with the policies and procedures in Chapter 6.00 - Individualized Employment Plan (IPE). The IPE for post-employment services should be developed when the post-employment services goal is mutually agreed upon by the counselor and consumer. IPE reviews are required when an individual is receiving post-employment services in accordance with the guidance in Chapter 6.00.

### **Advancing in Employment**

When necessary, post-employment services can be provided to assist an eligible individual who is employed to advance in employment. The criteria for providing post-employment (page 11.00.01) must be met and the new employment goal must be closely related to the original employment outcome.

In addition, it must be determined that the existing employment is no longer consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities and interests and vocational rehabilitation services are needed to enable the individual to advance employment.

Post-employment services to assist an individual to advance in employment are not intended to support an individual in obtaining a new job that is unrelated to the original employment goal. If an individual is seeking support for a new employment goal, a new determination of eligibility must be made.

Comparable benefits such as employer training programs and employer financial assistance for career advancement must be explored and utilized prior to providing CBVH services to assist an individual in advancing in employment.

### **Business Enterprise Program**

Members of the Business Enterprise Program shall be provided post-employment services as necessary to assure that the maximum vocational potential of members is achieved and employment is maintained within the Business Enterprise Program.

### **Persons in Extended Employment**

Post-employment services can be provided to an individual who has been rehabilitated in extended employment either to maintain the individual in extended employment, or assist the individual in becoming competitively employed.

### **Outcomes of Post-Employment Services**

Post-employment services are completed when:

1. the individual has achieved the rehabilitation objectives established during PES and has maintained, regained or advanced in employment;
2. the scope and duration of services to address the individual's rehabilitation needs are such that a new rehabilitation effort should be considered and a redetermination of eligibility, given current circumstances, should take place;
3. the condition or situation becomes such that post-employment services cannot enable the individual to maintain, regain or advance in employment.

The decision to end post-employment services should be made by the counselor in consultation with the consumer.

See Chapter 2 - VR Process for specific information for closure from post-employment services.

### **Economic Need**

Post-employment services are provided in accordance with the guidelines in Chapter 5.00 - Determination of Economic Need. A new determination of a consumer's economic need status must be made when providing post-employment services.

### **Comparable Benefits**

Appropriate and available comparable benefits must be utilized when providing post-employment services in accordance with the guidelines in Chapter 9.00 - Comparable Benefits.