

# TAKING CONTROL OF THE TRANSITION FROM SCHOOL TO EMPLOYMENT

LSU HSC Human Development Center

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# TAKING CONTROL OF TRANSITION FROM SCHOOL TO EMPLOYMENT

- ◉ Supported Employment Funding
- ◉ Social Security Benefits
- ◉ Assessment and Discovery
- ◉ Developing Functional Resumes - Activity
- ◉ Finding Employers - Activity
- ◉ Choosing an Agency

# LA EMPLOYMENT FUNDING

Funding Source	Target Population	Wait Time	Funding Structure
NOW - New Opportunities Waiver	Individuals with Intellectual disabilities who meet DD Act definition	Long waiting list for services	NOW Rates and Units
Supports (Adult) Waiver	Individuals with Intellectual disabilities who meet DD Act definition	Waiting list - but not as long as NOW waiver	Supports Waiver Rates and units
LRS Supported Employment	All individuals who meet order of selection 1 or 2	0-90 days	SE Milestone Rates
LRS Direct Placement	All individuals who meet VR order of selection criteria 1 or 2	0 - 90 days typically	Direct Placement Rates
Ticket to work or Partnership Plus	SSDI or SSI beneficiary who has a "ticket"	0-7 days	National rates - Outcome or milestone outcome payment methods
Authorities/Regional OCDD (DD) agencies	Individuals with Intellectual	Depends	Loosely based on waiver rates -
Authorities Or Regional MH	Individuals who meet MH criteria	Depends	Some localized MH efforts within regions to assist individuals within the MH clinic setting

# NOW - NEW OPPORTUNITIES WAIVER

- ◉ Individuals with Intellectual disabilities who meet DD Act definition
- ◉ Long waiting list for services
- ◉ NOW Rates and Units
- ◉ <http://www.lamedicaid.com/provweb1/Providermanuals/manuals/NOW/NOW.pdf>

# SUPPORTS (ADULT) WAIVER

- ◉ Individuals with Intellectual disabilities who meet DD Act definition
- ◉ Waiting list - but not as long as NOW waiver
- ◉ Supports Waiver Rates and Units

# LRS SERVICES - SUPPORTED EMPLOYMENT

- ◉ Known as Louisiana Rehabilitation Services
- ◉ All individuals who meet order of selection
- ◉ Waiting period is 0-90 days
- ◉ SE Milestone Rates



# LRS SERVICES DIRECT PLACEMENT

- ⦿ All individuals who meet VR order of selection criteria 1
- ⦿ Waiting period is 0 - 90 days typically
- ⦿ Direct Placement milestone rates

# TICKET TO WORK OR PARTNERSHIP PLUS

- ◉ SSDI or SSI beneficiary who has a “ticket”
- ◉ Waiting Period is 0-7 days
- ◉ National rates
  - Outcome or milestone outcome payment methods



# AUTHORITIES / REGIONAL OCDD (DD) AGENCIES

- ◉ Individuals with Intellectual
- ◉ Waiting Period Depends
- ◉ Loosely based on waiver rates

# SOCIAL SECURITY ADMINISTRATION BENEFITS

- ◉ Supplemental Security Income (SSI)
- ◉ Social Security Disability Insurance (SSDI)
- ◉ SSI and SSDI

# SSI - SUPPLEMENTAL SECURITY INCOME

- ◉ Intended to be a “supplement” to a wage
- ◉ 2014 Federal Benefit Rate - \$721
- ◉ Gradual reduction in benefits as you work

# SSI AND WORKING

Gross monthly wages

- \$85

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Sub-total  
divided by two

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Amount of SSI check reduction

# SSDI - SOCIAL SECURITY DISABILITY INSURANCE

- Based on amount of earnings
- Paid through FICA contributions
- monthly SGA amount for 2013 is \$1040 (2014-\$1070)

# SSDI RETURN TO WORK

- 9 month Trial Work Period....any month with earnings over \$770 (2014)
- Continuous Period of Eligibility....36 months
  - No check for any month with earnings above SGA (\$1040 for 2013 and \$1070 for 2014)

# USING JOB SEEKER'S ASSESSMENT

- ◉ Translate information learned in Community Based Assessment into vocational profile for Job Seeker
  - Geographic Area
  - Industry or Sector
  - Skills
  - Environment
  - Social Interaction

# LOUISIANA LABOR MARKET INFORMATION

<http://www.careerinfonet.org/state1.asp?next=state1&id=11&nodeid=12&soccode=&stfins=22&x=39&y=7>



## Career Tools

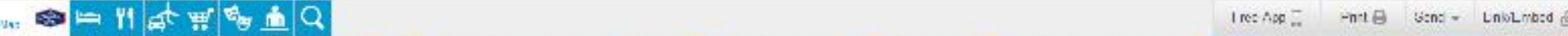
[http://www.careerinfonet.org/CareerTools\\_Intro.asp?id=14,11&nodeid=14](http://www.careerinfonet.org/CareerTools_Intro.asp?id=14,11&nodeid=14)



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# MAPQUEST - WWW.MAPQUEST.COM

## Features:

- Zoom
- Business Tabs
- Search
- Satellite View
- Route Planner

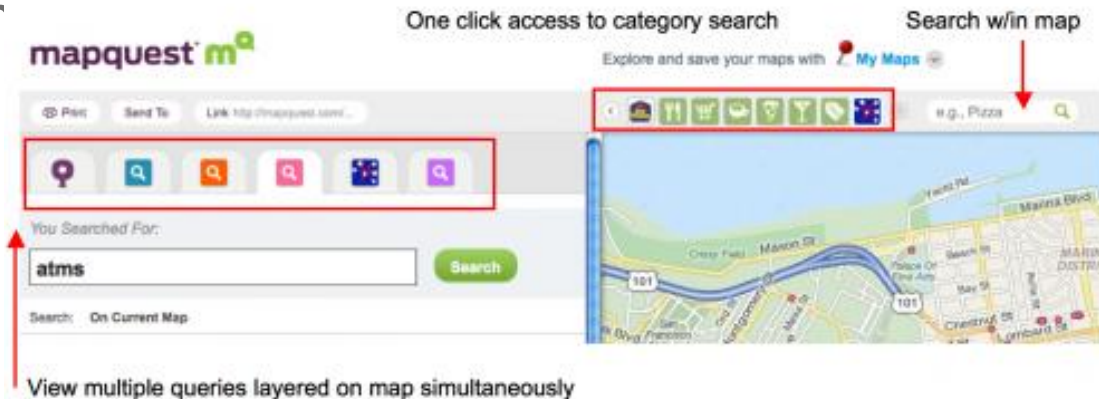
# MAPQUEST EXERCISE

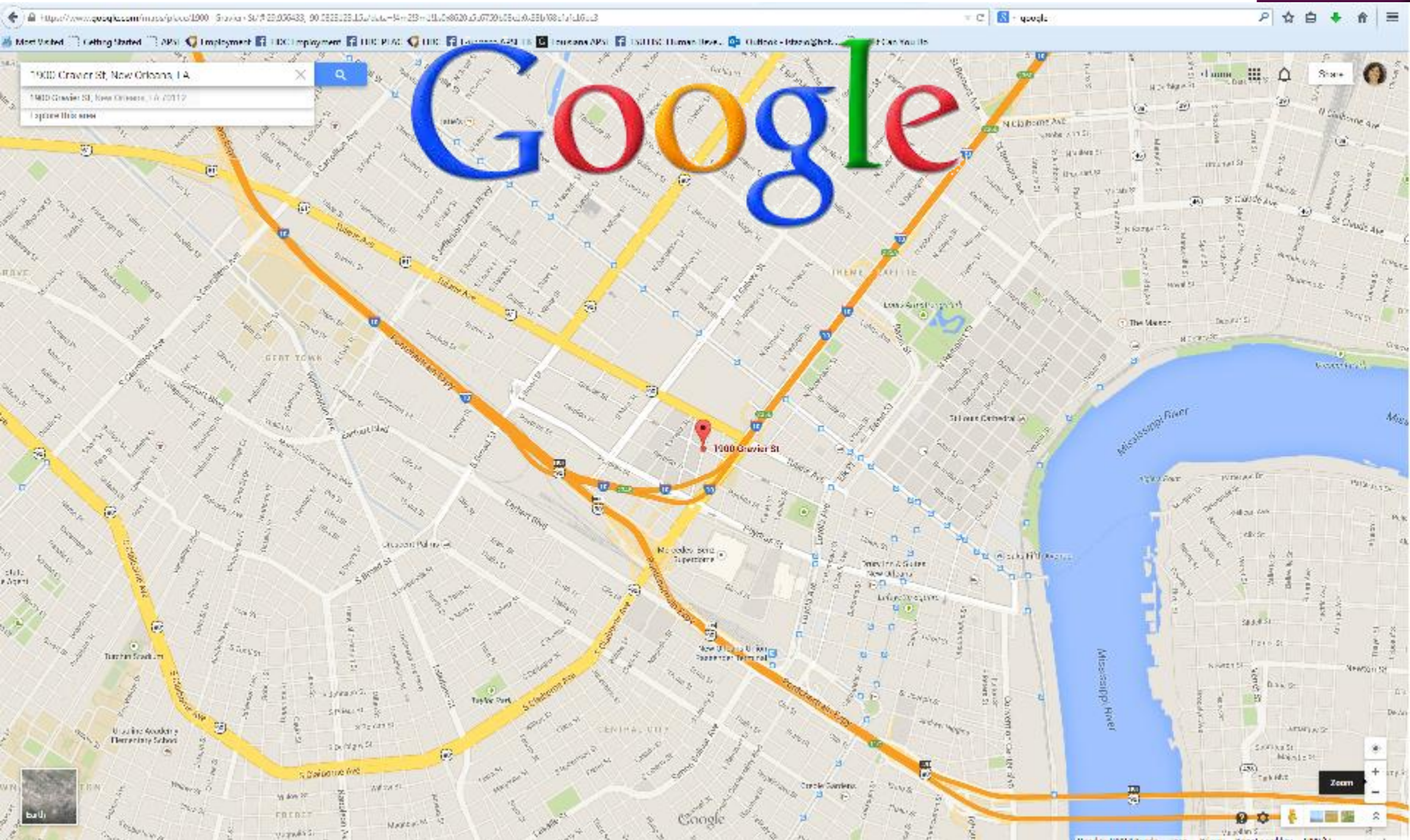
- Enter Your Home Address
- Zoom map to 2000 ft in view (approx. 4 mile radius) 
- Search for Restaurants & Bars / All 
  - Shows 10 at a time, Click “Next” to see more
  - Move map around to see neighboring areas
  - Search for Chinese Restaurants
  - Zoom out to find more restaurants



# MAPQUEST CONT.

- Search for a specific type of business (e.g., auto, bakery, florist)
  - How many do you within ½ mile radius? (200ft/in view)
  - Position map to 2000 ft/in view and search again
  - How m





# GOOGLE MAPS - MAPS.GOOGLE.COM

## Features

- ◉ Click Pin for options
- ◉ Search Nearby to find local bus
- ◉ Hover over dots to find busines
- ◉ Zoom in and out to view more
- ◉ Click “Street View” or drag Pegman
- ◉ In Street View, view 360 or drive down streets using arrows
- ◉ Use Satellite View to find business rich areas



# JOB APPLICATIONS - ONLINE AND OFF

## Personal Information

Applicant Name \_\_\_\_\_  
Home Phone \_\_\_\_\_ Use Phone \_\_\_\_\_  
Cell Phone \_\_\_\_\_  
Email Address \_\_\_\_\_ Use Email \_\_\_\_\_  
  
Current Address \_\_\_\_\_  
City \_\_\_\_\_  
State & Zip \_\_\_\_\_  
  
Birthdate \_\_\_\_\_  
Social Security No. \_\_\_\_\_

## Days/Hours Available

\_\_\_\_ Monday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Tuesday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Wednesday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Thursday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Friday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Saturday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_  
\_\_\_\_ Sunday Hours Available: from \_\_\_\_\_ to \_\_\_\_\_

## Education, Training and Experience

### High School:

School name: \_\_\_\_\_  
School address: \_\_\_\_\_  
School city, state, zip: \_\_\_\_\_  
Did you graduate? [ ] Y or [ ] N Degree / diploma earned: \_\_\_\_\_

### Other:

School name: \_\_\_\_\_  
School address: \_\_\_\_\_



# WORK OPPORTUNITY TAX CREDIT (WOTC)

- Job Applicant/Employer completes IRS Form 8850 by date of hire
- Job Applicant/Employer completes, signs and dates ETA Form 9061 (Individual Characteristics Form.)
- Make copies of applicable Supporting Documentation
  - E.g., Social security card, Driver's license, W-4, Letters from social security administration, ...
- Mail within 28 days from job start date to  
**LWC/WOTC:**
  - LWC/WOTC, P O BOX 94094, BATON ROUGE, LA 70804

# DEVELOP YOUR OWN EMPLOYER NETWORK

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.





# QUESTIONS TO ASK AGENCY

- What makes your agency different from other agencies?
- What geographic regions does your agency serve?
- How large is your agency and how long have you been in the business of Supported Employment?
- What other services does your agency provide?
- Would you help a client obtain training or postsecondary education?
- What kind of experience, training and certifications does your staff have?
- How long have your staff members been working at your agency?
- What kinds of disabilities does your agency serve?
- How do staff members keep up with trends in the field?
- If the client needs to meet at your agency, is your agency easy to get to?



# QUESTIONS TO ASK AGENCIES

- ◉ Do most of the people who come to you for employment get a job?
- ◉ What types of jobs do you get for your clients?
- ◉ Do you ever recommend volunteer or non-paid employment?
- ◉ Does the client have to take any job offered?
- ◉ What is the average length of time before you find a job for your client?
- ◉ What is the average amount of hours your clients normally work?
- ◉ What is the average wage earned by your client?
- ◉ If a client loses a job, do you find them another one?
- ◉ What if the client doesn't have transportation?
- ◉ Does your agency provide transportation for job interviews?
- ◉ Does your agency help your client with the application process and interviews?
- ◉ How will your job coach help me?
- ◉ How long does your job coach stay with the client?
- ◉ What to do if the job coach is not there and there is an issue on the job?

# AGENCY CHARACTERISTICS

- ◉ How Agency is Different
- ◉ Agency Size
- ◉ Region Served
- ◉ Stability of Agency
- ◉ Other Services Provided
- ◉ Staff Qualifications and Experience
- ◉ Types of Disabilities Served
- ◉ Agency Location and Accessibility



# AGENCY CONSIDERATIONS

- ◉ Client Success Rate
- ◉ Types of Jobs Obtained
- ◉ Amount of Time to Obtain Job
- ◉ Average Hours and Wages
- ◉ What Happens if Client Loses Job
- ◉ Transportation for Client
- ◉ Job Coach Duties
- ◉ Length and Extent of Support Provided

# FUNCTIONS OF A JOB COACH

- ◉ Prepare Client for Job Entry
- ◉ On-The-Job Training and Instruction
- ◉ Identify Needed Accommodations
- ◉ Develop Compensatory Strategies
- ◉ Facilitate Appropriate Social Interactions
- ◉ Develop Fading Schedule
- ◉ Identify Natural On-going Supports
- ◉ Identify Contingency Plan