
CHAPTER 17: POST-EMPLOYMENT SERVICES

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SECTION 1: DEFINITION

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

SECTION 2: GENERAL GUIDANCE

All individuals who have successfully completed a rehabilitation program, remain disabled, and need additional services to maintain, regain, or advance in employment may be eligible for post-employment services. Post-employment services may include any service or combination of services elsewhere defined in DBVI policies. This provision enables DBVI to more efficiently provide services without having to “re-open” the case of an individual closed as “rehabilitated.”

- A. Examples of situations for which post-employment services may be useful are:
1. The individual's employment is jeopardized because of conflicts with supervisors, and counseling to **maintain** the employment may be helpful.
 2. The individual's job is eliminated through reorganization, and placement services are needed to **regain** employment.
 3. The job is no longer consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, and interests; the disability impedes the individual's advancement, and services may be helpful for the individual to **advance** in employment.
- B. Individualized Plan for Employment (IPE):
- The IPE must contain, as determined to be necessary, statements concerning:
1. The expected need for post-employment services prior to closing the case record as “rehabilitated”,
 2. A description of the terms and conditions for the provision of any post-employment services (usually already addressed in the “IPE Preprint”); and
 3. If appropriate, a statement of how post-employment services will be provided or arranged through other entities as the result of comparable services or benefits.

SECTION 3: ADDITIONAL CONSIDERATIONS

- A. Post-employment services should be related to and supportive of the original IPE goal and disabling condition;
- B. Previous data and rehabilitation efforts have not lost relevancy and significance;
- C. The need is beyond the capacity of the individual with disabilities to provide for self;
- D. The services are one time only or for a specific period of time; and
- E. The services are in proportion to and in extension of services previously provided in the individual's program and are reasonable

SECTION 4: POST-EMPLOYMENT vs. RE-OPENING

The individual's case should be re-opened as a new applicant if:

- A. Post-employment problems are complex and entail a comprehensive effort over a lengthy period of time; or
- B. There is a new set of circumstances, including new functional limitations or exacerbation of the disability; or
- C. The case record has been destroyed; or
- D. The individual is employed but not in the same type of employment as at the time of closure, and there are significant functional limitations present.

SECTION 5: SPENDING GUIDELINES

The same spending and duration guidelines will apply to services in post-employment status as in any other status. The Director should be notified of any post-employment services (singly or in combination) likely to exceed \$5,000.

The spending guideline will be reviewed by DBVI every three years with input of the State Rehabilitation Council.

SECTION 6: TERMINATION

Post-employment services may end when the employment readjustment is at a suitable level and when the person can function independent of the service as determined by the Counselor and the individual. If the Counselor determines that post-employment services are not providing the desired result within the planned timeframe, alternative solutions shall be considered and/or a new case may be opened.

“Status 34” will be used to designate termination of post-employment services whether successful or unsuccessful.