VR Job Placement Contract
2015 IPS Conference

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Today’s topics

- The VR model and IPS
- New pay structure & rapid placement
- Referrals: VR to IPS
- The new 3 track approach
- Training schedule for the new contract
A Model within a Model (VR & IPS)
Recognizing Evidence Based Practice

IPS referrals typically come to VR requiring rapid job search (within 30 days). Results should be: expedited eligibility, plan development and entry into job search as soon as possible. (see potential tactics, below)

VR strategies when referrals come with job in hand:
• Use expedited (interim) eligibility (for early services)
• Obtain medical records from ES (to facilitate eligibility determination)
• Use IPS Vocational Profile & MI (to fuel discussion about appropriateness of vocational goal)
Direct Job Placement
Immediate placement of participant into integrated employment that aligns with the participant’s job goal & desired number of hours worked, at any point prior to referral for job placement services.
Direct Placement: Vendor (ES) provides job before referral to job placement services

Participant & VRC agree job is appropriate

Direct Placement Occurs

Vendor submits Direct Job Placement Strategy Report

30 days successful employment reached. Vendor invoices for $2,000

Participant retains employment for 90 days. Vendor invoices for $1,500

File Closed

Participant & VRC decline job offer – move to next steps of VR Process

Employment ends prior to 30 days

No Direct Placement fee is paid. VRC determines next steps

Employment ends after 30 days but before 90

No retention payment is made. VRC determines next steps

Chart: Direct Placement (Rapid Placement)
The Direct Job Placement Strategy Report

ES must submit a Direct Job Placement Strategy Report (at no cost) identifying:

- the location of the permanent hire
- strategies which will be used to successfully retain employment.
Time to:
Review a sample Direct Job Placement Report

Then...
Talk about an alternate (VR referral to ES)

Let’s look at the second column of the Direct Placement Chart...
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Chart: Direct Placement (Rapid Placement)
## 3 Track Payment Structure

<table>
<thead>
<tr>
<th>Job Placement Services</th>
<th>Milestone Payment Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Placement Referral Participant Portfolio (if requested)</td>
<td>$100</td>
</tr>
<tr>
<td></td>
<td>$200</td>
</tr>
<tr>
<td>Job Placement Services – Strategy Report and Meeting</td>
<td>Track 1 = $250</td>
</tr>
<tr>
<td></td>
<td>Track 2 = $500</td>
</tr>
<tr>
<td></td>
<td>Track 3 = $500</td>
</tr>
<tr>
<td>Job Placement Services – Strategy Review &amp; Monthly Reports</td>
<td>Track 1 = $500</td>
</tr>
<tr>
<td></td>
<td>Track 2 = $500</td>
</tr>
<tr>
<td></td>
<td>Track 3 = $500</td>
</tr>
<tr>
<td>Job Placement Services -- Job Placement</td>
<td>Track 1 = $1,000</td>
</tr>
<tr>
<td></td>
<td>Track 2 = $1,500</td>
</tr>
<tr>
<td></td>
<td>Track 3 = $2,000</td>
</tr>
<tr>
<td>Job Placement Services -- Retention</td>
<td>Track 1 = $1,250</td>
</tr>
<tr>
<td></td>
<td>Track 2 = $1,500</td>
</tr>
<tr>
<td></td>
<td>Track 3 = $2,000</td>
</tr>
</tbody>
</table>
Track 3 – complex SE with intensified services

- AMH or other medical sources demonstrate the most significant functional limitations
- Intervention by the Psychiatric Security review Board (PSRB or participant is resident of the State’s Stabilization and Crisis Unit (SACU)
- Multiple issues demonstrating most significant disabilities, like:
  - Support Intensity Scale (SIS) at tier 6 or 7 level (DD)
  - Support Needs Assessment Profile (SNAP) correspond to functional limitations at level 3
  - Adult Needs Assessment (ANA) showing 2:1 personal support needs
- Continual behavioral support is needed on a 1 X 1 basis
Track 3 – complex SE with intensified services, continued

- Participant unable to maintain acceptable levels of personal interactions suitable to the workplace (e.g., overt behaviors or intense emotional outbursts; destruction of property or excessive yelling at co-workers or supervisor)
- Continual need to accommodate issues in varied ways
- Side by side or hands on job coaching is required to complete work
- Communication issues including: deaf/hard of hearing where English is a second language or they have no signing skills; staff is needed to translate during most communication
- Physical transfers, toileting or medication management is required
VR Job Placement Contract Training

Wilsonville -- 9/28/15 -- 8:30-12:00
Eugene -- 9/30/15 -- 8:30-12:00
Medford -- 10/2/15 -- 8:30-12:00
La Grande -- 10/8/15 -- 8:30-12:00
Wilsonville -- 10/13/15 -- 8:30-12:00

Register: https://dhslearn.hr.state.or.us
New Contract Information

- Have you submitted your Job Placement Vendor application in ORPIN?
- [http://orpin.oregon.gov](http://orpin.oregon.gov)

- Don’t forget -- September 30, 2015 deadline for retention payments!
Questions?
VR Supported Employment Policy

- Not exactly “one size fits all”
- Recognizing partners and collaboration

- Topic: Technical Assistance Guide (TAG) – Mental Illness (MI) (handout)
VR SUPPORTED EMPLOYMENT PROCESS MAP

Application → Intake Appointment

Interim eligibility?

Application to Eligibility - Up to 60 days

Eligibility Determination → Plan Development

Eligibility to Plan - Up to 90 days

Plan Implementation → Placement → Transfer to IPS Support → Closure

Job Stabilization

Plan Implementation - up to 2 years

At least 60 days