OPWDD Prevocational Services

New York State Association of Day Service Providers

November 8, 2017
Overview

• OPWDD’s Vision for Employment Services
• Overview of OPWDD Employment Services
• Community Prevocational Services
• Site-Based Prevocational Services
• Prevocational Services and the ISP
• Discussion and Questions
OPWDD’S Vision for Employment Services

OPWDD’s goal is to increase the number of people gaining and retaining employment, earning minimum wage or more, and working in community, integrated jobs.

OPWDD has re-designed employment-related services based on best practices to include the following outcomes:

- Increased Discovery
- Enhanced person-centered, employment planning
- Improved job matching
- Increased community employment experiences
- Improved employment-related social skills
- Increased vocational skills and experience
- Public benefits and financial planning
- Flexible and comprehensive job coaching supports
## Tools in the Toolbox

<table>
<thead>
<tr>
<th>Community Pre-Voc</th>
<th>Pathway to Employment</th>
<th>Employment Training Program (ETP)</th>
<th>Supported Employment (SEMP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepares people for paid/unpaid employment in 2 years or more</td>
<td>Prepares people for paid work approximately 1 year</td>
<td>Discovery, job development and Intensive SEMP Services - 1 year or less</td>
<td>Job Coaching, Job Development and Life-Long Supports on a Job</td>
</tr>
<tr>
<td>Discovery, community work experiences, volunteer opportunities and career planning</td>
<td>Discovery, community work experiences, and develop a vocational goal</td>
<td>Internship opportunity at a community business</td>
<td>Community based, competitive, integrated employment</td>
</tr>
<tr>
<td>Unpaid/Volunteer Work Experiences</td>
<td>Unpaid/Volunteer Experiences</td>
<td>Wages paid by OPWDD until business hires if successful</td>
<td>Paid by business at minimum wage or higher</td>
</tr>
</tbody>
</table>
Which Services Fit the Person’s Skills, Experience and Support Needs?

OPWDD Career and Employment Services Options

<table>
<thead>
<tr>
<th>Situation</th>
<th>Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person has no community or work experiences and no Discovery</td>
<td>Pathway to Employment or</td>
</tr>
<tr>
<td></td>
<td>Community Prevocational Services</td>
</tr>
<tr>
<td>Person has limited community or work experiences and no Discovery</td>
<td>Pathway to Employment or</td>
</tr>
<tr>
<td></td>
<td>Employment Training Program</td>
</tr>
<tr>
<td></td>
<td>(ETP)</td>
</tr>
<tr>
<td>Person has community and work experiences and has completed Discovery</td>
<td>Employment Training Program</td>
</tr>
<tr>
<td></td>
<td>(ETP), ACCES-VR or SEMP</td>
</tr>
</tbody>
</table>
What are Community Prevocational Services?

• Experiences that prepare individuals for jobs that pay minimum wage in an integrated setting

• Opportunities to participate in volunteer and vocational community experiences for an extended period of time

• Other activities include Discovery, job readiness skill development, etc.

• Utilizes person-centered, employment planning services
Community Prevocational Service Features

• Primarily in community, integrated settings such as volunteer sites, community businesses, etc.

• Groups are limited to a maximum of 8 individuals per group
What are the Benefits of Community Prevocational Services?

• Services are hourly, and therefore, may wrap around or blend with other services
• Employment planning and real work experiences improve job matches
• Community work experiences increase informed choice
• Improved social and vocational skills
• Proactive public benefits and financial planning
• Flexible and comprehensive staff supports
Community Prevocational Services
May Include

• Following directions
• Attending to tasks
• Multi-tasking
• Problem-solving
• Work safely
• Understanding the work culture
• Being flexible
• Development of social and natural supports
• Learning about various job requirements
• Travel training
• Experience a variety of employment and/or volunteer options within the community
What are Site-Based Prevocational Services?

• Prepares individuals for jobs that pay minimum wage in an integrated setting

• Includes support and training related to adjusting to the productive and social demands of the work place

• Prevocational services are provided to persons not expected to join the general work force within one year (excluding supported employment and Pathway to Employment)
Site-Based Prevocational Service Features

• Site-based prevocational services are provided in non-residential facilities certified by OPWDD

• In site-based prevocational services where the individual earns wages, the person must have an assessed earning capacity of less than 50 percent minimum or prevailing wage [whichever is greater]
Site-Based Prevocational Services May Include

• following directions
• attending to task
• task completion
• problem solving
• safety skills
• adjusting to workplace demands

The purpose of the service is habilitative rather than teaching a specific job task skills.
Prevocational Services Documentation in the ISP

• Community Based Prevocational Services
  • Frequency – Hour or Hourly
  • Duration – Ongoing as authorized

• Site Based Prevocational Services
  • Frequency - Day
  • Duration – Ongoing as authorized
Participating in Community Based Prevocational Services does not Preclude Participation in Other Services such as:

- Site Based Prevocational Services
- Pathway to Employment
- Supported Employment
- Day Habilitation
- Community Habilitation
Prevocational Services Annual Assessment

• An annual assessment must determine whether services:
  • continue to meet the individual’s pre-employment and/or job readiness needs
  • assist the individual in obtaining competitive employment

• The form and format prescribed by OPWDD is located at: https://opwdd.ny.gov/opwdd_regulations_guidance/adm_memoranda/documents/sifl/annual_assessment_prevoc

• To participate in paid prevocational services, the individual must have an assessed earning capacity of less than 50 percent of minimum wage or prevailing wage (according to DOL regulations)
Thank You!

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