



# **Wyoming Vocational Rehabilitation**

Division of Vocational Rehabilitation



# What is it???

***Voc Rehab?***

***DVR? VR?***

***Vocational Rehabilitation?***

**Employment Help for  
Individuals with Disabilities**



# Acronyms

DVR	Division of Vocational Rehabilitation
VR	Vocational Rehabilitation
SSI	Supplemental Security Income
SSDI	Social Security Disability Insurance
CIE	Competitive Integrated Employment
SE	Supported Employment
CE	Customized Employment
CRP	Community Rehabilitation Program/Provider
IPE	Individualized Plan for Employment



# DVR Basics

- DVR is an eligibility program, **NOT** an entitlement program.
- Applicants who are SSI or SSDI recipients are presumed to be eligible for DVR services.
- Once an individual has completed the application for services, DVR has 60 days to determine eligibility.
- DVR is not an emergency services provider.
- DVR services are not intended to be long-term, but if supports are needed long-term, the agency will work to identify alternatives and provide referrals for potential resources.



# Where is DVR located?



**16**

**Field offices**

**20**

**Satellite  
offices**

**29**

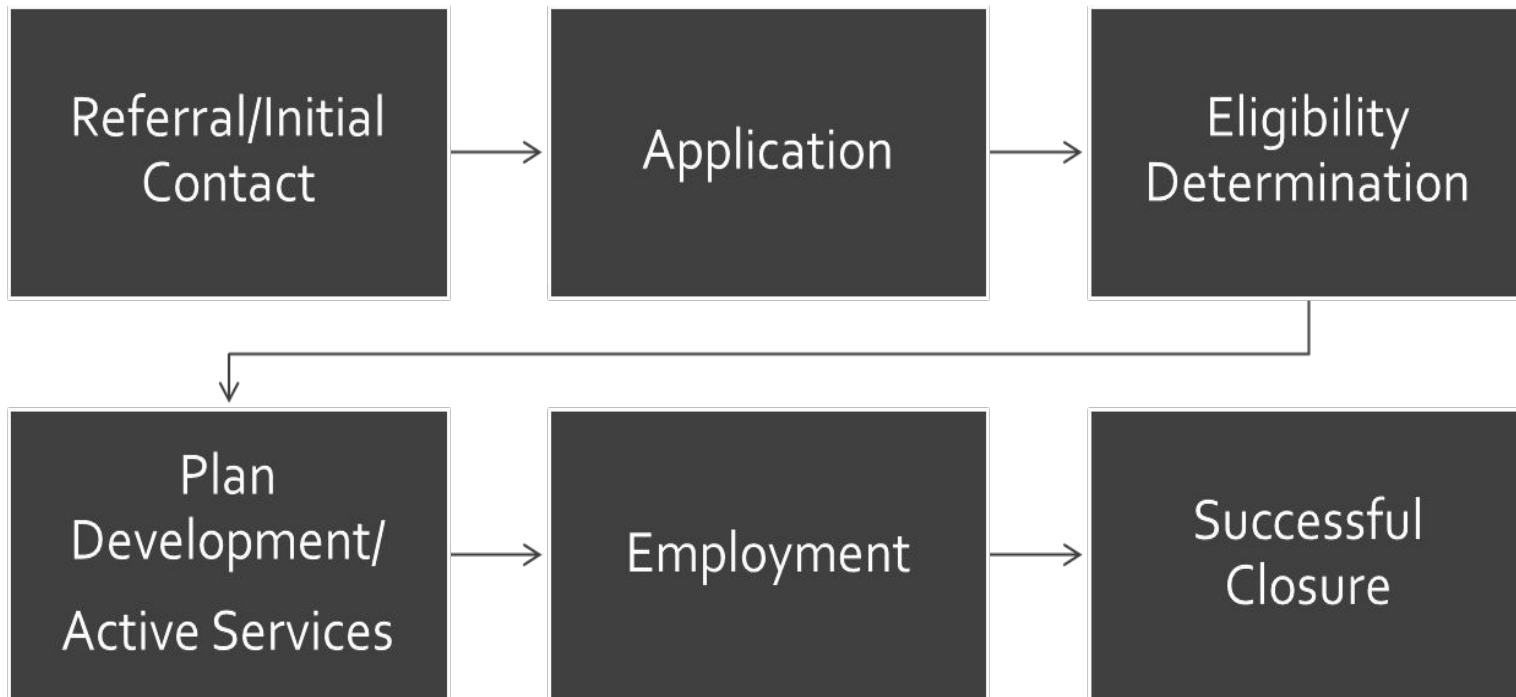
**DVR  
Counselors**



# **The DVR Process**



# DVR Process At-A-Glance





# Eligibility Criteria for VR Services

- The individual must have a diagnosed disability (physical, mental or sensory);
- The disability has to result in a significant barrier to employment;
- The individual must require DVR services to prepare for, enter, engage in, or advance in competitive employment.

*\*Note: Individuals that are on SSI and SSDI are presumed eligible for DVR services*





# **DVR Counseling and Guidance**

- DVR Counselors are trained to provide counseling regarding disability-related factors that impact an individual's ability to be employed.
- DVR counseling is not mental health counseling.
- The counseling process is used to help clients identify and address the disability barriers they are facing regarding employment.
- DVR counseling is client-centered and focuses on the goals of the individual.



# Services Available

- Vocational Guidance and Counseling
- Job Placement Assistance and Job Readiness Training
- College or Vocational Training
- Supported Employment Services
- Skills Training or On the Job Training
- Job Coaching
- Tutoring
- Transportation
- Interpreter/Translator Services
- Assistive and Rehabilitation Technology
- Referral Services
- Others as Needed



# Transition Services for Students

- The goal of transition services is to identify and begin working with students before they graduate so there isn't a delay in supports when they exit school
- Schools assist with referring students and sharing information about VR
- DVR can take applications on students in high school age 14 – 21
- Counselors are assigned to high schools and work closely with the special education department and 504 teams
- Counselors can take applications and conduct meetings on site at school



**Why are we meeting  
today??**



# A bit of history....

DVR has historically not spent our Supported Employment (SE) awards for Youth and Adult

DVR has historically pushed participants to exit the program after 90 days of stabilized employment - transferring them to Waiver funds via the Third Party Liability form

DVR has not utilized the Discovery process for Customized Employment (CE)

DVR policies and procedures regarding CE and SE had not been updated for quite a long time

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DD Waiver has traditionally struggled with funding for client services

DD Waiver has historically not focused on supported employment as a service option

DD Waiver participants using DVR SE services have had to choose between funding personal/community needs or long-term employment supports within a short period of time (within 90 days of employment stability)



# Where we are today...

DVR underwent a Federal Review in 2023 in which we had findings to update our CE and SE policies

DVR received clarification on participant services and timelines

CE and SE policies were updated and some new ideas for improving participant services were generated



**DVR and DD Waiver**

**=**

**Perfect Partnership**



# Discovery Process

The Discovery process is an evidence-based practice that helps people with disabilities find employment that matches their skills, interests, and needs. It's a descriptive process that's capacity-based and doesn't focus on a person's disabilities or skill deficits. The Discovery process is the foundation of Customized Employment, a hiring approach that matches a job seeker's strengths with an employer's needs.

- Waiver has been providing this service for years - Providers are trained in the Discovery process
- This is a new service to DVR
- DVR is looking for Waiver CRPs trained in Discovery to become vendors with us





# DVR Supported Employment

Supported employment services are designed to support individuals with the most significant disabilities to maintain successful supported employment outcomes. The Supported Employment Team should identify the nature and extent of support services and include them in the IPE. Team members should include but not be limited to the DVR counselor, parent/guardian, CRP provider, DD waiver case manager, employment representative (if employed), education staff (if applicable), and any other natural supports identified by the client. Support includes job coaching and monitoring.

SE-Adult = Participants age 25 and older

SE-Youth = Participants up to age 25

## **Time frames:**

SE-Adult = up to 24 months

SE-Youth = up to 48 months

Youth who have received supported employment services provided by DVR for a full 24 months and cannot transition to an extended services provider may receive extended services from DVR for up to 48 months or until the youth reaches the age of 25, whichever comes first.



# Waiver Supported Employment Follow-Along (SEFA)

SEFA services enable a participant, who is paid at or above the federal minimum wage, to maintain employment in CIE. SEFA is intended to be an indirect service, meaning the service is provided for, or on behalf of, a participant through intermittent and occasional job support and communication with the participant's supervisor or manager, while the participant is not present. However, this definition does not preclude the participant from being present during the provision of this service. SEFA may include phone calls between support staff and the participant's managerial staff. SEFA reimburses up to 100 units annually; approved units are based upon the participant's need in order to maintain employment. SEFA services shall be specifically outlined in the IPC. SEFA reimbursable activities include:

- Regular contact and follow-up with the employer in order to reinforce and stabilize the job placement
  - Facilitation of natural supports at the work site
  - Individual program development, writing tasks analyses, monthly reviews, termination reviews and behavioral intervention programs
  - Advocacy on behalf of the participant, but only with people at the employment site (i.e., employers, co-workers, customers) and only for purposes directly related to employment
  - Staff time to travel to and from a work site
- SEFA non-reimbursable activities include:
- Transportation of a participant
  - Observations of activities taking place in a group, i.e., work crews or enclaves
  - Public relations
  - Community Education
  - In-service meetings, department meetings, and individual staff development
- Approved services must be directly related to a participant's employment needs and fit within the participant's assigned budget



# Additional DVR SE information

## Transition to Extended Services

A participant is ready to transition to the extended services provider when alternative funding is available from a Non-VR extended services provider, or the participant has received supported employment services from DVR in the same job (up to 24 months for Adults, or up to 48 months for Youth), whichever comes first. In special circumstances, the VR counselor and client may agree to extend the time supported employment services provided by DVR may be needed to achieve the employment outcome identified on the IPE. VR Counselors should consistently review the client's monthly CRP reports and look for trends in the stability and amount of CRP intervention time needed.

## Stability

After 90 days of continued SE placement within the same employer and position, stability will be determined for each individual, after consultation with the SE team and client. Once stability is determined, the client will be transferred to extended services when funding from an alternative extended services provider is available.

## Third Party Liability

Once a participant has established stability in employment **AND** has funding that can be made available through the Waiver, the Third Party Liability form is signed indicating that long-term employment supports are transferred to the Waiver plan of care.



# **Developing Effective Partnerships**



# **How can we partner better?**

*Increase cross training opportunities for both agencies*

*Increase referrals to DVR for clients in Waiver Discovery process*

*Waiver and DVR CRPs dually enrolled (active) with both agencies for client continuity of care*



# Provider qualifications

Waiver and DVR have very similar qualifications:

## DVR

- Government Issued ID
- High School diploma or equivalent
- Clear National background check
- Clear DFS Central Registry check
- *Desire to work with individuals with disabilities*

## Waiver

- Government Issued ID
- Clear National background check
- Clear DFS Central Registry check
- Office of Inspector General Screening
- *Desire to work with individuals with disabilities*



# In development...

- Training opportunities for Waiver and DVR CRPs on Employer Engagement, Supported Employment and Customized Employment
- Increased cross-training opportunities for Waiver and DVR staff



# Potential Outcomes

- Eligible participants can have their Waiver funding maximized and have more funding for non-employment activities
- Maximizes budgets for both agencies
- Increased opportunities for positive, measurable outcomes and meeting Federal performance indicators

***This is a win for both our agencies!!***





# Why do all of this?





# Questions or Comments?





**For additional information:**

## **Wyoming DVR website**

**<https://dws.wyo.gov/dws-division/vocational-rehabilitation/>**

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