

LAKE COUNTY BOARD OF DD/DEEPWOOD
BOARD POLICY

Reviewed and Adopted by the Board

Date: February 25, 2019

Signature on File

Elfriede Roman, Superintendent

I. SUBJECT CAREER PLANNING

II. PURPOSE: To establish guidelines for the outcome of the attainment of competitive, integrated employment or career advancement in a competitive, integrated job for individuals served by the Lake County Board of DD/Deepwood (LCBDD).

III. REFERENCES:

Ohio Administrative Code 5123-9-13 Home and Community-Based Services Waivers –
Career Planning Under the Individual Options, Level One, and Self-Empowered
Life Funding Waivers

LCBDD Policy A-15 – Individual Plan for Service Delivery

LCBDD Policy A-41 – Employment First

IV. POLICY: The LCBDD supports the employment of individuals served to attain competitive, integrated employment or career advancement for those individuals currently working in competitive, integrated jobs. To achieve this outcome, the LCBDD will engage in active, systematic Career Planning activities.

To comply with OAC 5123:2-9-13, the Career Planning Services will be implemented utilizing the following guidelines:

- A. Career Planning Services are provided one on one.
- B. Career Planning Services support a person's community employment goals.
- C. Career Planning Services are designed to develop an individualized employment plan and gather information about a person's strengths, interests and employment preferences.
- D. Career Planning Services can lead directly to individualized employment through job development.
- E. Career Planning Services can be provided in conjunction with other services as indicated in the person-centered individual service plan.

Activities that can be included in Career Planning:

- A. Situational observation and assessment
- B. Career exploration

- C. Career discovery
- D. Employment/self-employment plan
- E. Job development

V. DISTRIBUTION

Board Members
All Management Staff
All Staff via Department Managers
LEADD President

VI. REVIEWED

2/19, 2/17