

LAKE COUNTY BOARD OF DD/DEEPWOOD
BOARD POLICY

Reviewed and Adopted by the Board

Date: February 22, 2021

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 and/or career advancement in competitive integrated employment 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 and/or career advancement for those in competitive, integrated employment. 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. The expected outcome of career planning is the individual's achievement of competitive integrated employment and/or career advancement in competitive integrated employment.
- B. Career planning shall be provided pursuant to a person-centered individual service plan.
- C. Career planning may be provided in a variety of settings, but shall not be furnished in the individual's home except when a home visit is conducted as part of the career discovery component of career planning, or when the individual is self-employed and the home is the site of self-employment.
- D. Career planning shall be provided at a ratio of one staff to one individual
- E. Career planning services may extend to those times when the individual is not physically present while the provider is performing career planning activities on behalf of the individual.

F. Activities that can be included in Career Planning:

1. Benefits education and analysis
2. Career discovery
3. Career exploration
4. Employment/self-employment plan
5. Job development
6. Self-employment launch
7. Situational observation and assessment
8. Worksite accessibility

V. DISTRIBUTION

Board Members

All Management Staff

All Staff via Department Managers

LEADD President

VI. REVIEWED

2/21,2/19, 2/17