

Place on the Path to Competitive Integrated Employment

Employment First Rule 5123-2-05 implements Ohio's employment first policy, which aims to ensure that all individuals with developmental disabilities have access to community employment opportunities. This rule applies to county boards of developmental disabilities and providers of employment services, regardless of funding source.

The person-centered planning process will include identification and documentation of the individual's place on the path to competitive integrated employment:



The Lake County Board of Developmental Disabilities provides support to help individuals understand the available service options ranging from skill building to work training to competitive integrated employment to help move them along their path to competitive integrated employment. An individual can move back and forth on this path at any time and/or access multiple services at a time.



- **Adult Day Support** is a day program with a focus on non-work activities that helps the individual develop skills that lead to more independence, community membership, relationship-building, self-direction, and self-advocacy. [Waiver Eligible Service]
- **Adult Day Support with Vocational Habilitation** is a day program with a vocational/work training component that provides learning and work experiences, including volunteer work, to help the individual develop general work skills that lead to competitive integrated employment. These services are meant to be short-term and used to support the individual while they are learning general work skills that will help them move along the path to competitive integrated employment. [Waiver Eligible Service]
- **Group Employment Support** is service and training activities provided to two or more individuals in regular business, industry and community settings with supports on-site from a Job Coach. Offers groups of individuals paid employment and work training to help increase their work skills and move along the path to competitive integrated employment. [Waiver Eligible Service]
- **Pre-Employment Services** are available through various funding sources to help an individual find their most independent place on the path to competitive integrated employment. Services may be available through **Opportunities for Ohioans with Disabilities (OOD)** and/or the Medicaid Waiver, if eligible, needed, and available. Some commonly utilized services include the following:
 - **Vocational Evaluation** is used to identify and evaluate the individual's current and projected vocational functioning to determine viable employment options. [OOD Eligible Service]
 - **Career Exploration** is used to assist the individual in exploring a specific employment outcome. The individual has the opportunity to shadow, observe, attempt the job tasks, or ask questions of employees performing the job tasks associated with the identified occupation. [OOD Eligible Service] and [Waiver Eligible Service]
 - **Community Work Experience (Assessment)** is a paid job trial with a Job Coach to assess the individual's aptitudes, abilities, behaviors, accommodation needs and preferences to determine if a specific employment opportunity is a good fit, as well identify what supports they may need in the workplace in order to be successful in competitive integrated employment. [OOD Eligible Service]
 - **Community Work Experience (Adjustment)** is an additional paid opportunity for the individual to address specific barriers/behaviors and identify/recommend ongoing supports and accommodations in a competitive integrated setting with the support of a Job Coach. [OOD Eligible Service]

- **Job Search Assistance** is used to prepare and assist the individual to contact businesses, apply and interview with employers and to secure competitive integrated employment which matches their employment outcome. [OOD Eligible Service]
- **Career Planning** is individualized, person-centered, comprehensive employment planning and support that provides assistance for individuals to achieve or advance in competitive integrated employment. It is designed to develop an individual employment plan and gather information about a person's strengths, interests, and employment preferences. This service can include the following components: benefits education and analysis, career discovery, career exploration, employment/self-employment plan, job development, self-employment launch, situational observation and assessment, and/or worksite accessibility. [Waiver Eligible Service]
- **Career Training** provides opportunities to learn skills in various employment industries to improve the quality of competitive integrated employment outcomes for individuals with developmental disabilities.
- **Competitive Integrated Employment** is when a person is working in an integrated environment for at least minimum wage with the opportunity for advancement and the same level of benefits as other employees without disabilities in similar positions. Information about Benefits Planning is located at www.OhioEmploymentFirst.org.
 - **Job Coaching** is utilized to provide assistance to the individual, such as instruction to learn job tasks; to assess, request and implement any accommodations; utilize interventions; develop natural and peer supports; and to be successful in the work environment. [OOD Eligible Service]
 - **Individual Employment Support** can help a person maintain or advance in their employment. A Job Coach provides these services. [Waiver Eligible Service]

For more information, reference the imbedded links above to access the Rule on the OOD or DODD website.

Benefits Planning Information

Working in the community can allow you to earn your own money, help you increase your independence, and empower you to create more opportunities for the way you live your life. Considering employment can also be a big change and it may bring lots of questions about what that means for you. You may be afraid that you will lose your benefits if you work. You may be concerned about how to get your benefits back if you stop working or need to work fewer hours because of your disability. You may be afraid that you will lose your health benefits if you go to work. We also know that working opens doors and offers you more choices. Arm yourself with information so that you can make decisions based on facts, not fear.

Resources Available:

- **Work Incentives Planning and Assistance:** Provides information about how working in the community might affect your current benefits. These reports are completed by Certified Work Incentives Coordinators or Community Work Incentives Practitioners and can be accessed through a [HCBS Waiver](#), [Opportunities for Ohioans with Disabilities \(OOD\)](#) or [Disability Rights Ohio](#).
- **Disability Benefits 101 (DB 101):** An integrated suite of online tools, information, and training where people with disabilities can directly access plain-language information about work and benefits and health coverage programs. Three calculators have been developed: Work and Benefits, School To Work; Medicaid Buy-In. DB 101 is a resource for families, job seekers and professionals that can be used to help analyze the impact of employment on an individual's benefits. While [DB 101](#) does not replace a comprehensive benefits analysis, it can help to provide a general understanding about employment and benefits.
- **U.S. Department of Labor—Employee Benefits Security Administration:** If you are looking to secure your financial future, you are not alone. As the job market changes, many people (including individuals who have disabilities) will be making employment–related decisions based on their new financial situation; you may be one of them. The [financial toolkit](#) is an up-to-date repository of financial literacy tools and resources beneficial to all Americans, including individuals from historically underserved populations, striving to achieve financial stability. We all need clear and accurate information to secure our financial well-being. The toolkit provides a path forward based on where you are in your employment journey.
- **Social Security Administration:** If you get disability benefits and are working or want to work, [Social Security](#) has good news for you. Their [work incentives](#) and [Ticket to Work](#) programs can help. Special rules make it possible for people receiving Social Security disability benefits or Supplemental Security Income (SSI) to work and still receive monthly payments. And, if you can't continue working because of your medical condition, your benefits can start again — and you may not have to file a new application. [The Red Book—A Guide to Work Incentives](#) serves as a general reference source about the employment-related provisions of the Social Security Disability Insurance and the Supplemental Security Income Programs. [Plans to Achieve Self-Support \(PASS\)](#) allow you to set aside money and things you own to pay for items or services needed to achieve a specific work goal.
- **Medicaid Buy-In for Workers with Disabilities (MBIWD):** This program allows individuals with disabilities who are working to qualify for Medicaid with higher income and resource limits and buy into Medicaid by paying a premium based on income. Historically, people with

disabilities were often discouraged from working because their earnings made them ineligible for Medicaid coverage. [MBIWD](#) was created to enable Ohioans with disabilities to work and still keep their health care coverage.

- **STABLE Accounts.** For too long, people with disabilities could not save for the future out of fear of losing needed government benefits. The disability community fought long and hard to change this, and together they've come up with a solution. A [STABLE account](#) is a way to save for qualified expenses, invest for future needs, and keep the benefits you rely on every day. STABLE accounts are tax-advantaged savings accounts for individuals with disabilities and their families. The money in these accounts can be saved and used by the individual for many purposes while maintaining the individual's benefits (such as Medicaid).

Questions?

We are here to help!

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