

To: All State funded Supported Employment Providers

From: Cindy Ehlers, Chief Operations Officer

Date: July 1 2024

Subject: Changes to State Funded IDD Supported Employment codes and benefits

CHANGES TO STATE FUNDED IDD SUPPORTED EMPLOYMENT

The revisions have been made to the State-Funded Supported Employment service definition based on feedback from stakeholders. This bulletin explains changes in the service definition which become effective on the dates listed below.

- 🌱 Supported Employment is an individualized service that provides assistance to individuals 16 years of age and older with developing skills to seek, obtain and maintain competitive, integrated employment or develop and operate a micro-enterprise based on the individual's preferences, strengths, and experiences.
- 🌱 Individuals must have completed the application process with NC Vocational Rehabilitation Services (VRS) and the Eligibility Decision outcome must be documented noting ineligibility or closure of their case with VRS prior to receiving state-funded Supported Employment.
- 🌱 Supported Employment (SE) services occur in three phases:
 - Pre-Employment Phase
 - Employment Stabilization Phase
 - Long-Term Supported Employment Phase
- 🌱 This service must occur at a Competitive Integrated Employment site located in community
- 🌱 Supported Employment (SE) services may be either temporary or long-term provided through the use of one of the following employment models:
 - Job Placement and Coaching Services
 - Customized Employment

- Other evidence-based models supported by Office of Disability Employment Policy
- 🌱 This service requires a NC-SNAP, Supports Intensity Scale (SIS), TBI Assessment, or Employment Evaluation completed by Vocational Rehabilitation.
- 🌱 The Career Development and Planning Assessment, which is attached to the Individual Support Plan (ISP) or person-centered plan (PCP) is expected to be completed during the PreEmployment Phase, but may occur during any phase to ensure the individual meet employment goals. Career Development Plans are required throughout all phases of service delivery.
- 🌱 This service requires that individuals providing supervision of this service have completed competency-based training in an evidenced-based supported employment model endorsed and/or supported by the Office of Disability Employment Policy (ODEP) and/or NC DHHS. Additionally, Qualified Professionals with experience providing employment services shall have completed certification requirements of either Association of Community Rehabilitation Educators (ACRE), including ACRE with a focus on Customized Employment OR Association of People Supporting Employment First (APSE) (i.e., Certified Employment Support Professional (CESP)). Upon implementation of this service, supervisors must have initiated the process to meet the aforementioned requirements within 1 year of the Supported Employment (SE) service definition implementation date.
- 🌱 Supported Employment services do not occur in licensed community facilities, inclusive of day programs.
- 🌱 Family members or legally responsible person(s) of the individual are not eligible to provide this service to the individual.
- 🌱 Individuals receiving this service may not be a HCBS Waiver members/beneficiaries or individuals eligible for or receiving Medicaid funded employment services (i.e., Supported Employment in Innovations Waiver & TBI Waiver, 1915(i) and 1915(b)(3) inclusive of Medicaid ICF-IID In Lieu of Services (ILOS) with employment component).
- 🌱 It may be necessary to revise an individual's Individual Support Plan (ISP) or Person Centered Plan (PCP) to ensure they align with the expectations in the service definition.
- 🌱 The service includes transportation to and from the individual's residence, designated facility or approved program and to and from the job site. The provider agency's

payment for transportation from the individual's residence and the individual's job site is authorized service time.

- 🌱 Individuals NEW to the Supported Employment service should enroll in Supported Employment (Individual) and utilize the new NC TRACKS procedure code (YP642) and appropriate modifier code effective August, 1 2024.

The modifiers per phase are as follows:

- Pre-Employment Phase modifier – BD
 - Employment Stabilization Phase modifier- BE
 - Long Term Support Phase modifier - BF
 - Career Planning/Reassessment modifier – BG
- 🌱 Individuals CURRENTLY enrolled in Supported Employment Individual (YA390), Group (YP640) should transition to Supported Employment Individual (YP642) and the appropriate modifier and code by August, 1 2024.

Thank you for your attention to this communication. All questions related to this Clinical Communication Bulletin can be sent to UM@TrilliumNC.org. Questions will be responded to as quickly as possible.