

## St. Charles County Employment Services

<b>High School</b>		<b>Description</b>	<b>Age/Target Population</b>	<b>Timeframe/ Limitations</b>	<b>Revenue Source DDRB VR School District DESE DMH Medicaid Waiver</b>
Project Search (ESMW)	ESMW	A school-to-work program that provides total workplace immersion for students with developmental disabilities. Final year high school students participate in a 2 week orientation at a business site and three 10-week job rotations before graduation. The program consists of a collaboration of business, school and agency staff. Participating school districts are Francis Howell, Orchard Farm R-5, and St. Charles R-6.	17 Yrs. -21Yrs	30 hours per week (6 hours, 5 days a week) for 9 months or 40 weeks	DDRB \$8,927, VR \$3,600 = approximately \$12,527 per student  DESE (school district funds) = depends on the number of students \$12,000 or more/student
Work Adjustment-School District	School District	Additional Information Needed- varies by school district. Some districts provide on site work experience, some off site work experience varying hours per week.	high school grades 9-12		
Summer Teen Enrichment Program-STEP (ESMW)	ESMW	A collaborative effort of area supported employment providers offering paid summer work experiences in the community to high school students with developmental disabilities to prepare them for employment upon graduation. The service includes job skill assessment and on-the-job training.	high school student returning to school in the fall	6 Wks. during the summer	DDRB Average Cost per Individual - \$3,701 DDRB Actual Individuals Served - 56 DDRB Actual Expenses - \$207,278
Summer Work Experience	Vocational Rehabilitation	A brief work-based learning experience with supports in a competitive integrated setting for high school students with disabilities during the summer.	high school student returning to school in the fall	6 Wks. during the summer	VR-\$2,579.42

Post High School Training		Description	Age/Target Population	Timeframe/ Limitations	Revenue Source DDRB VR School District DESE DMH Medicaid Waiver
Employment First (ESMW)	ESMW	Individuals participate in meaningful volunteerism to gain community-based and work-based skills	18 Yrs. And older	Year-round, M-F, 9-3 with some days off for staff work days and staff training	DMH Community Waiver = per hour Day Service, \$21.04 Community Integration, \$24.28 Career Planning, \$37.28
Group Pre-Employment	ESMW	The ESMW Employment Access program is a pre-employment program that assists individuals with developmental disabilities with strengthening and building skills that are necessary for obtaining and maintaining successful community inclusion which can include eventual integrated, community employment. This is a group pre-employment program designed to assist individuals as they prepare for future community inclusion, employment and community volunteerism/interning by developing goals based on the unique skills, abilities and interests of each participant.	18 Yrs. and older (graduated from school)	N/A	DMH Community Waiver = per hour Day Service, \$21.04 Community Integration, \$24.28 Career Planning, \$37.28
Vocational Training (The Center)	The Center	The Vocational Training program supports eligible individuals with acquiring, developing and maintaining the skills needed for employment. The program strives to assist eligible individuals with reaching their maximum potential in their chosen vocational field. The program will assist them with learning job duties and responsibilities in a true community based setting. While employment is not guaranteed at the conclusion of training, participants gain valuable information about working, such as employer expectations, transportation issues, earned wages/income, and overall satisfaction with their chosen career.	18 Yrs. and older (not enrolled in high school)	Maximum of 240 hrs. of community based training	DDRB POS Rate -\$43.71/Direct contact hour  DDRB Average Cost per Individual - \$5,665 DDRB Actual Individuals Served - 15 DDRB Actual Expenses - \$84,978

Employment Access EA (ESMW)	ESMW	The ESMW Employment Access program is a pre-employment program that assists individuals with developmental disabilities with strengthening and building skills that are necessary for obtaining and maintaining successful integrated, community employment. This one on one pre-employment program is designed to assist individuals as they prepare for future employment and community volunteerism/interning by developing goals based on the unique skills, abilities and interests of each participant.	18 Yrs. and older	1.5 Yrs.	DDRB POS Rate = \$48.43/direct contact hour DMH = \$37.52/direct contact hour Audited cost = \$58.68  DDRB Average Cost per Individual - \$6,882 DDRB Actual Individuals Served - 25 DDRB Actual Expenses - FY17 program changed, need FY18 \$
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Post High School Training-continued		Description	Age/Target Population	Timeframe/ Limitations	Revenue Source DDRB VR School District DESE DMH Medicaid Waiver
Talent Connect (UCP)	UCP	Talent Connect is a employment training program in the hotel and hospitality industry that is employer led and takes place exclusively on the job site. Our trainees focus on a specific job, learning all of the functions and tasks over the course of 12 or fewer weeks, with the support of On Site Trainers. We serve adults (over the age of 18) with disabilities who have an interest in a career in the hotel and hospitality industry and who are currently either unemployed or under-employed.	18 Yrs. and older	up to 12 Wks/240 hours	DDRB POS Rate -\$43.71/Direct contact hour VR - \$34.25/Direct contact hour  DDRB Average Cost per Individual - \$9,000 DDRB Actual Individuals Served - 7 DDRB Actual Expenses - \$63,260
Pre-Employment Skills Training	St. Louis Arc	Employment skills are acquired through career planning, exploration and training at various organizations throughout St. Charles County. This project will target individuals who are unemployed, underemployed, and/or seeking employment by providing 1:1 supports for individuals to achieve their vocational goals. This project combines both pre-employment and educational training through hands on experience.	18 Yrs. and older	up to 10 hours each week for up to a year	DDRB POS Rate -\$43.13/Direct contact hour  DDRB Average Cost per Individual - \$3,527 DDRB Actual Individuals Served - 10 DDRB Actual Expenses - \$35,270

Post High School Employment Supports		Description	Age/Target Population	Timeframe/ Limitations	Revenue Source DDRB VR School District DESE DMH Medicaid Waiver																											
Community Based Employment-CES (BCI)	BCI	Competitive employment opportunities at multiple businesses throughout St. Charles, St. Louis and Lincoln Counties to individuals who are able to work independently with continuous supports and on-going supervision.	18 Yrs. and older	Year round	DDRB Average Cost per Individual - \$3,350 DDRB Actual Individuals Served - 31 DDRB Actual Expenses - \$103,862																											
Supported Employment Follow Along-SEFA	BCI, The Center, Community Living, ESMW, MERS/Goodwill, Preferred Employment Services, St. Louis Arc	Provides on-going supports necessary to assist a person to sustain competitive work in an integrated setting of their choice. These supports are flexible to meet the needs of the employee and average between 2-6 hours per month. Individuals choose their service provider. Available service providers are: BCI, The Center For Specialized Services, Community Living Inc., Easter Seals-Midwest, MERS/Goodwill Industries, Preferred Employment Services and St. Louis Arc.	18 Yrs. and older	Year round	DDRB Average Cost per Individual - \$1,364.39 DDRB Actual Individuals Served - 242 DDRB Actual Expenses - \$330,182.85  <table border="1" data-bbox="2099 690 2575 992"> <thead> <tr> <th>Agency</th> <th>No. Served</th> <th>Average Cost per Ind.</th> </tr> </thead> <tbody> <tr> <td>BCI</td> <td>8</td> <td>\$1,398.20</td> </tr> <tr> <td>CLI</td> <td>51</td> <td>\$1,272.95</td> </tr> <tr> <td>Center</td> <td>18</td> <td>\$1,316.90</td> </tr> <tr> <td>ESMW</td> <td>43</td> <td>\$2,032.95</td> </tr> <tr> <td>Mers</td> <td>76</td> <td>\$771.93</td> </tr> <tr> <td>Preferred</td> <td>22</td> <td>\$974.19</td> </tr> <tr> <td>Arc</td> <td>20</td> <td>\$1,833.60</td> </tr> <tr> <td>UCP</td> <td>4</td> <td>\$92.11 **</td> </tr> </tbody> </table> *Configurations based on lowest unit rate x total units billed. Lowest unit rate:\$40.94 ** only served individuals for short time	Agency	No. Served	Average Cost per Ind.	BCI	8	\$1,398.20	CLI	51	\$1,272.95	Center	18	\$1,316.90	ESMW	43	\$2,032.95	Mers	76	\$771.93	Preferred	22	\$974.19	Arc	20	\$1,833.60	UCP	4	\$92.11 **
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Employment Services-ES-(no follow along/no job coaching)	Vocational Rehabilitation	ES incorporates organizational values that focus on individualized, person-centered services to assist clients in achieving their desired employment outcome. Job Development – The CRP shall assist the client in obtaining suitable competitive integrated employment. Job Placement - The client shall be placed in a job that has been identified as appropriate considering the client’s interest, strengths and support needs. Retention and Employment Outcome - The CRP shall provide support to the client and/or employer to ensure job success until the CRP and VR agree the client has reached a successful employment outcome.	18 Yrs. and older	Year round	VR-\$6,200																											

Employment Services Plus (ESP)	Vocational Rehabilitation	ESP is designed to assist an individual with Autism Spectrum Disorder – Adult (ASD-A), Brain Injury (BI), and/or Cultural Deafness/Hard of Hearing (D/HH) who has barriers that require additional supports to achieve a successful employment outcome. ESP provides augmentative services for clients whose disability-related needs exceed the level of support provided by ES but does not merit consideration of Supported Employment Services. Additional supports/specialized skills may include, but are not limited to, social skills training, employer education, environmental analysis, communication mode, processing strategies, compensatory strategies, occupational/speech/language therapy, sign language, certified deaf interpreters, oral transliteration, video relay service, remote video interpreting, and knowledge of deaf culture.	18 Yrs. and older	Year round	VR-\$12,200 Number of individuals served-
Supported Employment Services (SE)	Vocational Rehabilitation	SE incorporates organizational values that focus on individualized, person-centered services to assist clients in achieving their desired competitive and integrated employment outcome. SE consists of ongoing support services, including customized employment, and other appropriate services needed to support and maintain an individual with the most significant disabilities for whom competitive integrated employment has not traditionally occurred because of the nature and severity of their disability(s). This service requires intensive job supports and extended services.		Year round	
↓	→	<b>Discovery and Exploration Service Plan</b> The CRP will develop an action-oriented plan for discovery and exploration activities designed to assist clients in learning more about themselves, their interests, and shaping a direction for their job search.			VR-\$1,800
↓	→	<b>Job Development</b> - The CRP shall assist the client in obtaining suitable competitive integrated employment. Job Development includes, but is not limited to: Providing the client instruction in job-seeking and resume development skills; Assisting the client in identifying and developing job opportunities; Assisting the client with job applications and interviews; Providing the client with job readiness activities; Developing job supports and/or accommodations; Unpaid orientation prior to starting a job; Educating employers; Developing natural supports	18 Yrs. and older		VR-\$2,100

		<b>Job Supports</b> – The CRP shall provide the client with intensive job supports on-site, or a combination of on-site and off-site, as determined by the needs of the client and agreed to by VR. It includes services for the client to assure integration of SE and the facilitation of natural supports.	18 Yrs. and older	Average is 70 hours	VR-\$34.25/hour Typical max paid-\$2,397.50
		<b>Independent Employment (30 days)/Employment Outcome</b> - The CRP shall provide support to the client and/or employer to ensure job success until the CRP and VR agree the client has reached a successful employment outcome.	18 Yrs. and older		VR-\$2,100 total VR payment for all 4 SES Services up to \$8,398
Career Planning	Department of Mental Health-DD	Incorporates activities to help the individual discover interests, opportunities in the community, employment skills, and employment support needs. Goal is a documented career objective and a career plan describing the steps and activities necessary to meet that objective.	18 Yrs. and older	60 hours (240 units) per plan year. Not intended to be an on-going service, but may be authorized more than once in a person's lifetime.	DMH Medicaid Wavier-\$37.28/hour Typical max paid-\$2,236.80
Prevocational Services	Department of Mental Health-DD	Includes activities that are primarily directed at teaching underlying habilitative goals (e.g., attention span, motor skills, interpersonal relations with co-workers and supervisors) that are associated with building skills necessary to perform competitive work in community integrated employment. Intent is to develop the individual's general, non-job-task-specific skills necessary to succeed in paid employment.	18 Yrs. and older	20 hours (80 units) per week for a maximum of 6 months. Not intended to be an on-going service. And not intended to teach job-specific skills.	DMH Medicaid Waiver-\$37.28/hour Typical max paid-\$745.60
Prevocational Services – Group	Department of Mental Health-DD	Same as Prevocational Services	18 Yrs. and older	Same as Prevocational Services. Group size is limited to 4 individuals (1:4 ratio)	DMH Medicaid Waiver-\$18.48/hour Typical max paid-\$369.60

Job Development	Department of Mental Health-DD	Helps the individual find and obtain the specific job goal identified in the ISP. It focuses on maximizing one's integration, independence, and autonomy in the workplace. Goal is the acceptance by the individual of a job offer that meets the individual's personal and career goals and aligns with their abilities and needed conditions.	18 Yrs. and older	60 hours (240 units) per plan year. Limited to seeking only potential employers who would compensate at or above the minimum wage, not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.	DMH Medicaid Waiver-\$37.28/hour Typical max paid-2,236.80
Supported Employment	Department of Mental Health-DD	Generally provided at the employment site, but may occasionally be provided off the job site if needed. Services may be used to teach the job-specific skills one will need to succeed in the job as well as address the interpersonal skills needed to maintain employment. Services can be provided on an individual basis or in a group. Intended to sustain one's employment in a competitive and integrated setting.	18 Yrs. and older	Only available for support of employment in competitive, integrated settings.	DMH Medicaid Wavier-\$45.04/hour
Group Supported Employment	Department of Mental Health-DD	Same as Supported Employment	18 Yrs. and older	Same as Supported Employment. Group size is limited to 4 individuals (1:4 ratio)	DMH Medicaid Wavier-\$18.64/hour



Post High School - Sheltered		Description	Age/Target Population	Timeframe/ Limitations	Revenue Source DDRB VR School District DESE DMH Medicaid Waiver
Facility Based Employment-OES (BCI)	BCI	Offers facility-based employment for adults in various packaging and light industrial jobs.	18 Yrs. and older	Year round	DDRB Average Cost per Individual - \$4,970 DDRB Actual Individuals Served - 210 DDRB Actual Expenses - \$1,043,797  DESE Average Cost per individual- \$5,178 (3.17/hr worked) DESE Actual Expenses-\$1,087,513  <b>Total Cost per Individual (DESE &amp; DDRB)- \$10,148</b>