

SERVICE DESCRIPTION

APPENDIX E: EMPLOYMENT RELATED – COMMUNITY-BASED JOB TRYOUT

KANSAS DEPARTMENT OF SOCIAL & REHABILITATION SERVICES INTEGRATED SERVICE DELIVERY DIVISION

Rehabilitation Services

PAYMENT-FOR-PERFORMANCE – COMMUNITY-BASED JOB TRYOUT

Rehabilitation Services (RS) is a state agency which provides vocational rehabilitation (VR) services to help people with disabilities achieve permanent, integrated, competitive employment consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice. VR services are customized according to each consumer's needs and goals. Community-based job tryouts are often essential to empower consumers to achieve their employment goals.

This service is a placement tool intended to help the VR consumer try out a certain job or job-family, but does not necessarily result in permanent placement.

COMMUNITY-BASED JOB TRYOUT

This service may be provided when authorized in advance by the RS counselor as part of the overall placement process.

The service of community-based job tryout includes:

- ❖ Identification of an employer willing to provide the job tryout in a field of work consistent with the consumer's vocational objective.
- ❖ On-the-job observation of the consumer's performance.
- ❖ An analysis of the consumer's potential for success in the specific field of work.
- ❖ Identification of options for permanent employment based on the job tryout.

The RS counselor will authorize separately for the consumer's compensation to participate in the community-based job tryout, up to a maximum of 80 hours. The number of hours will be authorized in advance by the RS counselor. RS will make workers compensation coverage available for the period of the community-based job tryout.

The contractor will be responsible for completion and dissemination of required forms, including the Community-based Job Tryout Agreement and W-9.

Payment for the community-based job tryout will be authorized when the contractor has completed the service and RS receives the required forms and final report from the contractor.

GENERAL TERMS

Written summary reports are required. Referrals can be withdrawn by RS with 15-day written notice. In case of disagreement over payment between the RS counselor and contractor, the contractor may appeal to the Regional RS Program Administrator. In case of continued dispute, the contractor may appeal to the RS Community Provider Manager.

PERFORMANCE EVALUATION

The purpose of Accountability Benchmarks is to provide parameters for RS staff and contractors to review progress and outcomes on a regular schedule so that the team can address any potential issues before they become significant problems for the contractor and/or consumer. The guidelines are established to help improve the potential for reaching successful outcomes by developing strategies for improvement rather than imposing negative consequences at the end of a review period. The expectation is that contractors providing Community-based Job Tryout will initiate services within 30 days of receiving the authorization. At the end of services, a written summary should be provided within 14 days of the last day of service. Program evaluation data will be reviewed on a quarterly basis so both the contractor and RS staff are aware of the outcomes and will determine what, if any, action will be taken to ensure success for the persons served.

RELATED SERVICES

Self-Directed Placement
Guided Placement
Customized Placement
Job Coaching