

## **435.00 Post-Employment Services Policy**

December 1997

See corresponding procedure: 435.00P Post Employment Services (PES) Procedure

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### **Description**

Post-employment services (PES) are provided when necessary for an individual to maintain, regain or advance in employment consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities and interests. The goal of PES is for the individual to attain self-sufficiency on the job as quickly as possible.

### **Policy**

1. In order to provide PES to maintain, regain or advance in employment, all of the following conditions must exist:
  - A. the individual must have achieved an employment outcome after ACCES-VR services;
  - B. additional ACCES-VR services are required as a result of the person's disability limiting his/her ability to maintain, regain or advance in employment; and
  - C. services must be limited in scope and duration. The provision of PES can not entail a complex or comprehensive rehabilitation effort. Long term, extensive, multiple services require a new eligibility determination.
2. PES can be provided to advance in employment when all the criteria in Section A above are met and
  - A. the existing employment is no longer consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, and interests;
  - B. the individual's disability and resulting functional limitations are an impediment to advancement and prevent opportunities for advancement to a higher level of employment without ACCES-VR support; and
  - C. the individual does not have access to other resources or comparable benefits to advance in employment, such as employer sponsored training or financial aid. The need for financial support alone, unrelated to the impediments imposed by the individual's disability, is not sufficient reason for ACCES-VR to provide PES to advance in employment.

## **Scope of Services**

1. Counseling and guidance are as essential during the post-employment service period as they are during other phases of the vocational rehabilitation process and should constitute the core services around which all other post-employment services are provided.
2. Post-employment services may include any vocational rehabilitation services which are not complex or comprehensive, but which are necessary to assist the individual in maintaining, regaining or advancing in employment.
3. A new determination of eligibility is not required and PES are provided under an amendment to the IPE.
4. A new determination of economic need and/or comparable benefits must be made, if any service to be provided under PES is contingent upon economic need and/or comparable benefits.
5. Support services, such as maintenance, transportation and personal assistance services, can only be provided in conjunction with a primary vocational rehabilitation service.
6. All services provided under PES are subject to the same policies that apply before an employment outcome is achieved.

## **IPE**

1. When developing the original IPE, the expected need for PES must be assessed. Additionally, a reassessment is required, prior to successful case closure, to determine the need for PES.
2. The IPE must be amended to include any services to be provided under PES. The case record must include a basis or rationale for providing the services as well as a statement as to how the services will be provided. A course of action, developed jointly with the consumer, should project a point in time when the goal of self-sufficiency and job stability is expected to be achieved. This should include any continuing use of available comparable benefits, support by other resources, Independent Living Center services, and the individual's own resources.

## **Reference:**

### Rehabilitation Act:

- Section 102(b)(1)(B)(v) and (vi) §361.50

### Federal Regulation:

- 34CFR361.5(b)(37)

### Policy:

- 206.00 Individualized Plan for Employment

### Questions & Answers:

- Post-Employment Services Questions & Answers