

Introduction

Post-employment service(s) is the provision of VR services after a participant achieves an employment outcome when necessary for them to maintain, regain, or advance in employment, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, and interests.

Notification to Participants

At the time of successful closure, VR counselors must inform participants of the availability and purpose of post-employment services and their right and responsibility to contact their VR counselor before leaving their job, or if any problems arise jeopardizing their job.

Post-Employment Services vs. Reopening

In general, a case should not be reopened to provide additional services to assist the individual to retain employment. Needed services should be provided as post-employment services.

If the individual is no longer working and reapplies for services, a new determination of eligibility is made and if eligible, their case can be reopened.

VR counselors should consult with their supervisor in circumstances where the need to provide PES or re-open is unclear.

Providing Post-Employment Services

Post-employment services should be provided if

1. the individual has achieved an employment outcome;
2. necessary for the individual to maintain, regain or advance in employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities and interests; and
3. the services to address the individual's rehabilitation needs are limited in scope and duration and do not require a complex or comprehensive level of service; and if the services can be provided under an amended IPE.

A redetermination of eligibility is not required to provide post-employment services.

Scope of Services

In addition to counseling and guidance, post-employment services may include any VR service, or combination of services necessary to assist the individual in maintaining, regaining or advancing in employment.

Supportive services such as transportation, maintenance and personal assistance services may only be provided in conjunction with another VR service.

Services provided during post-employment services are subject to the same requirements as the provision of the service during any other part of the VR process. See Chapter 9.00, VR Services, for information regarding specific VR services.

Medical Information Needed for the Provision of Services During PES

Current medical information should be obtained for individual's receiving post-employment services. The decision to obtain updated information or to use existing information can be made by the VR counselor or in consultation with the senior counselor.

Post-Employment Services IPE

Post-employment services are to be provided under an amended IPE developed and implemented in accordance with the policies and procedures in Chapter 6.00 - Individualized Employment Plan (IPE). The IPE for post-employment services should be developed when the post-employment services goal is mutually agreed upon by the VR counselor and the individual.

Advancing in Employment

When necessary, post-employment services can be provided to assist an eligible individual who is employed to advance in employment. The criteria for providing post-employment must be met and the new employment goal must be closely related to the original employment outcome.

In addition, it must be determined that the existing employment is no longer consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities and interests and vocational rehabilitation services are needed to enable the individual to advance employment.

Post-employment services to assist an individual to advance in employment are not intended to support an individual in obtaining a new job that is unrelated to the original employment goal. If an individual is seeking support for a new employment goal, a new determination of eligibility must be made.

Comparable benefits such as employer training programs and employer financial assistance for career advancement must be explored and utilized prior to providing NYSCB services to assist an individual in advancing in employment.

Business Enterprise Program

Business Enterprise Program Managers will be provided post-employment services as necessary to assure their maximum vocational potential is achieved and employment is maintained within the Business Enterprise Program.

Outcomes of Post-Employment Services

Post-employment services are completed when

1. the participant has achieved the goal established during PES and has maintained, regained or advanced in employment (status 34);
2. the scope and duration of services to address the individual's rehabilitation needs are such that a new rehabilitation effort should be considered and a redetermination of eligibility, given current circumstances, should take place (status 36); or
3. post-employment services cannot enable the individual to maintain, regain or advance in employment (status 40).

The decision to end post-employment services should be made by the VR counselor in consultation with the participant.

See Chapter 2.00, The Vocational Rehabilitation Process, for specific information for closure from post-employment services.

Economic Need

Post-employment services are provided in accordance with the guidelines in Chapter 5.00, Determination of Economic Need. A new determination of a participant's economic need status must be made when providing post-employment services.

POST-EMPLOYMENT SERVICES

13.00.04

Comparable Benefits

Available comparable benefits must be used during post-employment services. See Chapter 9.00, VR Services, for information on specific services, and Chapter 11.00, Comparable Services and Benefits, for additional information.