

The expected outcome of individual employment support is competitive integrated employment in a job well-matched to the individual's interests, strengths, priorities, and abilities that meets the individual's personal and career goals.

Individual Employment Support definition: individualized support for an individual to maintain competitive integrated employment. Activities that constitute individual employment support include but are not limited to:

- **Job coaching** which is identification and provision of services and supports, utilizing task analysis and systematic instruction that assist the individual in maintaining employment and/or advancing his or her career.
 - Job coaching **includes:**
 - Supports provided to the individual and his or her supervisor or coworkers on behalf of the individual, either in-person or remotely via technology
 - The engagement of natural supports in the workplace to provide additional supports that allow the job coach to maximize his or her ability to fade
 - Job analysis, job adaptations, instructional prompts, verbal instruction, self-management tools, physical assistance, role playing, coworker modeling, and written instruction
 - Job coaching **for self-employment** includes identification and provision of services and supports, including counseling and guidance, which assist the individual in maintaining self-employment through the operation of a business
 - When job coaching is provided, a **plan outlining the steps to reduce job coaching over time shall be in place within thirty calendar days**
- **Training in assistive or other technology** utilized by the individual while on the job
- **Other workplace support services** including services not specifically related to job skill training that enable the individual to be successful in integrating into the job setting
- **Personal care and assistance**, which may be a component of individual employment support but **shall not comprise the entirety of the service**

Individual employment support shall be provided by an **agency provider or an independent provider** that meets the requirements of rule, and has a Medicaid provider agreement with the Ohio Department of Medicaid

The service and support administrator shall ensure that documentation is maintained to demonstrate that the **service provided as individual employment support to an individual enrolled in a waiver is not otherwise available as vocational rehabilitation services funded under section 110 of the Rehabilitation Act of 1973, 29 U.S.C. 730, or as special education or related services** as those terms are defined in section 602 of the Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C. 1401

Individual employment support, other than services and supports that assist an individual to maintain self-employment through the operation of a business, shall take place in a setting separate from the home of the individual receiving the services

Individual employment support shall be provided at a ratio of one staff to one individual

Individual employment support services may extend to those times when the individual is not physically present while the provider is performing individual employment support activities on behalf of the individual (e.g., developing coworker supports or meeting with a supervisor)

The behavior support rate modification and medical assistance rate modification will automatically apply to the billing rate for Individual Employment Support, when the individual qualifies for one or more of these rate modifications