

The expected **outcome of Career Planning is the individual's achievement of competitive integrated employment and/or career advancement in competitive integrated employment.**

- This is designed to be a **time limited service**, though no prescribed timeline is identified in rule. There must be tracking of progress and/or identification of what the team is doing to move toward this outcome!
- Components of Career Planning are:
 - Assistive Technology Assessment--includes assessment and service—up to 4 assessments/waiver span—provider must have correct license and/or certification
 - Benefits Education and Analysis—up to 4 assessments/waiver span—provider must have correct training
 - Career Discovery—includes integrated employment and self-employment—culminates in written profile—up to 4 career discovery processes/waiver span
 - Career Exploration—seeing jobs and trying them out, if possible
 - Employment/Self-Employment Plan—plan for getting a job or advancing in job—culminates in a written employment plan or self-employment business plan—up to 4 plans/waiver span
 - **Job Development**—not for individuals on Path 4
 - Self-Employment Launch—not for individuals on Path 4
 - Situational Observation and Assessment—not to exceed 30 days—up to 4 situational observations and assessments/waiver span
 - Worksite Accessibility—may involve interaction with OOD—provider must have correct license and/or college training

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- The service and support administrator shall ensure that documentation is maintained to demonstrate that the service provided as career planning 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, as in effect on the effective date of this rule, 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, as in effect on the effective date of this rule.
- Career planning may be provided in a variety of settings but **shall not be furnished in the individual's home except** when a home visit is conducted as part of the career discovery component of career planning or when the individual is self-employed and the home is the site of self-employment.
- Career planning shall be provided at a **ratio of one staff to one individual**.
- Career planning services may extend to those times when the individual is not physically present while the provider is performing career planning activities **on behalf of** the individual.

- The county board shall authorize payment for the assistive technology assessment, benefits education and analysis, career discovery, employment/self-employment plan, and situational observation and assessment components of career planning **within ten calendar days** of acceptance of a report required for payment for delivery of services
- The **medical and behavioral add-ons may apply** to career exploration, job development, self-employment launch, and worksite accessibility components of career planning, if the individual meets the applicable requirements
- Components of Career Planning as well as other Adult Day Services **may be used in combination**, but are still subject to overall budget limitations for Adult Day Services