

JEVS HireAbility CIE (Competitive Integrated Employment) Services

CIE Definition:

- ***Supported Employment Services are direct and indirect services that are provided in a variety of community employment work-sites (that encompasses both types of co-workers -those with disabilities and those without...) for the express purposes of finding and supporting individuals in competitive jobs of their choice. Supported Employment Services enable individuals to receive paid employment at minimum wage or higher from the employer.***



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Funding Sources:

- ***Employment supports are serviced through the 3 major PA State waiver funding programs in 15 minute increments:***
 1. ***Consolidated Supports***
 - ***The Cadillac Plan (no cap on funding supports).***
 2. ***Person and Family Directed Supports***
 - ***\$30,000 cap on supportive services.***
 3. ***Base Supports***
 - ***\$10,000 cap on supportive services.***



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Our current reality...

- ***We're currently servicing 28 consumers in competitive jobs across the Tri-State area...***
- ***72% employment rate!!!***
- ***7% of our consumers receive exclusively job development services.***
- ***21% of our consumers have specific needs, so unique job-carving is necessary.***



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Building relationships with employers:

- *JEVS vast network of employers...*
- *Focusing on making an effective match between consumer and employer...*
- *We attempt to pre-screen and pre-qualify our consumer in an attempt to have an upfront match which over time we've found to be most efficient while performing job searches.*



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Relationships matters...

- *We've identified a great way of maximizing better employee retention by focusing on the many fruitful relationships in and surrounding the consumer's lives.*
- *It's the consumer's buy-in affect that we're looking for during the job development process...*



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How do we build relationships with the Family?

- ***Utilizing the different relationships in the consumer's life through a teaming concept that we call the 'Big 360', our Employment Specialists builds a 360 degree view of what motivates the consumer as an individual.***
- ***We identify and then prioritize the people most important in the consumer's life.***
- ***We then educate them about and inform them of all our employment efforts.***



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The Big 360...

- ***Ensures that multiple individuals (whether professional or natural) are all engaged in supporting the consumer with employment services efforts which exponentially helps the process of determining the necessary components for identifying job leads...***
- ***Our Employment Specialist meets regularly with those professional and natural supports; providing updates and development strategies...***



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Dealing with day to day distractions... We leave no stone unturned...

- ***Our employment specialists spend considerable amounts of time building relationships with the consumer's 'day to day' supports structures.***
- ***From travel training, to providing emotional supports during domestic disputes, our employment specialist provides an alternative way of resolving all conflict that may hamper job searches or job performance (on and off the job).***



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Providing daily advocacy between consumer and employer...

- ***Whether it's the close family member who supports the consumer in their home setting, or the Program specialist of some individualized support they're receiving... It's necessary for the consumer to understand that our provided employment supports extend to their personal lives, which increases our success rate surrounding finding employment and meeting that employer's expectations.***



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Job Carving and Customization:

- ***Understand when to use job carving versus conventional job development activities.***
- ***Collect skill specific information you need in order to develop job opportunities.***
- ***Identify employer matches as we seek to provide them information on the economic advantages of hiring our consumers.***



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Four Specific Areas to Consider While Job Carving:

- ***Develop consumer employment profile.***
- ***Meet with consumer's supportive members.***
- ***Develop list of favorable employment environments –and identify possible employer match.***
- ***Start to develop the relationship with the employer.***

