

Career Planning

A New Service in MaineCare Waivers 21
and 29 through DHHS- OADS

Career Planning (Waiver Funded)

1. Must be found eligible for Services (DD, BI or ORC program specific)
2. Must have one of the Waivers (BI, DS and ORC)
3. Employment Conversation must identify an interest in pursuing work and support is needed
4. Choice of Services to meet the employment goal-Career Planning, Community Supports, VR, Post employment-Work Supports
5. Person Centered Plan identify the Career Planning Service as the needed service

Career Planning (continued)

6. Choice of and referral to Service Provider for Career Planning (vendor process and PCP Forms-Career Planning)

Registry at: www.employmentformewds.org site

7. Career Planning Services Provided

- Discovering Personal Genius process
- Employment Staging Record (electronic)
- Referral to Technology Assessment
- Referral to Benefit Counseling
- Referral to Vocational Rehabilitation(week #2)

IT IS NOT JOB DEVELOPMENT!

Career Planning Rule

- **29.05-2 Career Planning** is a person centered, comprehensive direct support provided to a member that enables a member to obtain, maintain or advance in competitive employment or self-employment. **Career Planning assists with identifying a career direction and developing a plan for achieving competitive, integrated, individual employment or self-employment at or above the States minimum wage. Services assist in identifying skills, priorities, and capabilities determined through an individualized discovery process.** It may include a referral to benefits planning, referral of assessment for use of assistive technology to increase independence in the workplace, development of experiential learning opportunities and career options consistent with the member's skills and interests. Career Planning may be used in preparation to gather information to be used as part of a referral to Vocational Rehabilitation.
- Career Planning is limited to 60 hours annually, to be delivered in a six-month period. No two six-month periods may be provided consecutively. Career Planning services must have the long-term goal of individual, competitive, integrated employment for which the member is compensated at or above the minimum wage. In order to receive Career Planning services, the member's Personal Plan must identify specific career goals and describe how the Career Planning services will be used to achieve those goals.
- Career Planning services can be provided within a variety of community settings such as a Career Center, the community and local business and must be documented in the Personal Plan with related goals.

What is Career Planning?

Developed by Griffin –Hammis

Discovering Personal Genius™

- An Activity Based Process (learning and doing)
- Never done in groups or “programs”
- Answers the question of “**what** work will be best ...not if work is *possible*
- Foundational assumption is that **ALL** can work

In Maine we are using DPG as the only method to provide Career Planning- it provides the tools and resources and a format for it all...

Griffin-Hammis

Discovering Personal Genius™

Keys to the Discovery Process

- About the person, NOT the job
- Biggest challenge is not jumping to JOB
- Information learned used later helps to determine if a particular job “fits”
- Focuses on skills
- Involves a Team
- Includes conversations and listening
- Requires learning something new...

How does it all connect to VR?

- Career Planning can start before a referral to VR, or when someone is already in VR
- The Employment Staging Record will be shared with VR along the way and at the end (electronic record)
- It should inform the VR process and overlaps the CARNS
- The Case Manager will assist in sharing information and being active in the referral to VR along with the CP staff (get RELEASES early!)

Additional Career Planning Information

- Career Planning staff go through GH training- 7 hrs. on top of current cert as a Work Supports or an Employment Specialist. (Offered quarterly thru Syntiro)
- Technical Assistance will help with learning the skills to provide the CP Service (quarterly-invite only for certified staff)
- Review/QA of Employment Staging Record will occur through DHHS-OADS team, which will include VR

Career Planning PCP Assessment

Domain	Description of Career Planning Services	Support Needed Code A-E	Purpose of Support Code 1-3
CP 1	Initial Development of Discovering Personal Genius Plan		
CP 2	Discovering Personal Genius Activities		
CP 3	Assistance with Referral to Vocational Rehabilitation		
CP 4	Assistance with Referral Benefits Counseling		
CP 5	Assistance with Assistive Technology Referral		
CP 6	Development of the Employment Staging Record		

Career Planning

- Protocols between VR-OADS have been developed- please refer to memo dated 10/2014 from Betsy(VR) and Jim (OADS)
- TA schedule –October, January, April in Augusta
- Registry of Career Planning staff on Syntiro Work Force Development site www.employmentformewds.org
- Will use a Vendor Request process for informed choice of Provider
- Ongoing quality assurance, reviews and staff support provided through Griffin-Hammis and OADS

Questions?

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