Idaho Division of Vocational Rehabilitation
Post-Employment Services
Policy Document

Policy Name: Post-Employment Services		
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1.0 POLICY STATEMENT

The purpose of this policy is to establish requirements for the provision of Post-Employment Services to eligible participants who have achieved an employment outcome through the Vocational Rehabilitation (VR) program.

Post-Employment Services are intended to support participants in maintaining, regaining, or advancing in competitive integrated employment through the provision of limited, targeted services that are consistent with the participant's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

2.0 LEGAL AUTHORITY

34 CFR § 361.5; 34 CFR § 361.46; 34 CFR § 361.48

3.0 SCOPE/APPLICABILITY

This policy applies to all Idaho Division of Vocational Rehabilitation (IDVR) staff responsible for the development, provision, and oversight of services to participants who have achieved an employment outcome.

This policy governs the provision of Post-Employment Services prior to case closure and exit from the VR program and defines the conditions under which such services may be provided without a new application for VR services.

4.0 STANDARD

4.1 General Overview

4.1.1 Post-Employment Services are one or more VR services that are provided following attainment of an employment outcome but prior to case closure and exit from the VR program. These services:

4.1.1.1 Are limited in scope and duration;

4.1.1.2 Address specific rehabilitation needs;

4.1.1.3 Do not require a complex or comprehensive provision of services;

4.1.1.4 Must be provided under an amended Individualized Plan for Employment (IPE) following documentation of employment (Service-E or Employed status);

4.1.1.5 Do not require a re-determination of eligibility; and

4.1.1.6 Are provided to assist the participant to maintain, regain, or advance in employment.

4.1.2 The IPE shall contain, as necessary:

4.1.2.1 The expected need for Post-Employment Services;

4.1.2.2 A description of the terms and conditions for the provision of Post-Employment Services;

4.1.2.3 A statement of how Post-Employment Services will be provided or arranged through other entities, if applicable.

4.1.3 The case record must include documentation sufficient to support the need for, and provision of, Post-Employment Services.

4.2 Provision of Post-Employment Services

4.2.1 Post-Employment Services may be provided when:

4.2.1.1 The participant has achieved an employment outcome consistent with their IPE;

4.2.1.2 The participant requires additional services to maintain, regain, or advance in employment;

4.2.1.3 The services are directly related to the participant's disability and employment needs;

4.2.1.4 The services are limited and targeted.

4.3 Timeframe for Delivery of Post-Employment Services

4.3.1 Post-Employment Services may be provided after the employment outcome has been achieved and prior to case closure and exit from the VR program.

4.4 Additional Considerations

4.4.1 Comparable services and benefits shall be used to the maximum extent possible before VR funds are expended.

4.4.1.1 Use of comparable benefits shall not delay the provision of services when such delay would jeopardize the participant's employment.

4.4.2 Post-Employment Services shall not be provided after case closure and exit from the VR program.

4.4.3 Participants who require services after case closure must complete a new application for VR services and be determined eligible prior to the provision of services.

4.5 Cases with Post-Employment Services shall be closed when:

4.5.1 The participant has successfully maintained, regained, or advanced in employment and the need for services has been resolved;

4.5.2 The participant's condition or circumstances indicate that Post-Employment Services will not enable the individual to maintain, regain, or advance in employment;

4.5.3 The participant no longer requests or is no longer available for services; or

4.5.4 Case closure is otherwise appropriate in accordance with the IDVR Closure Policy.