



# FUNDING APPROACHES THAT SUPPORT “JOB SEEKER-DIRECTED EMPLOYMENT OUTCOMES” FOR COMPETITIVE INTEGRATED EMPLOYMENT

## Indicators of Supportive Funding Approaches

Indicator	Practice
<p><b>Safeguards:</b> Approach has safeguards in place to make sure job seekers have reasonable access to services.</p>	<ul style="list-style-type: none"> <li>• When policies underfund services that are necessary for competitive integrated employment (CIE) outcomes, there is a risk that people who need those services most might end up being denied access.</li> <li>• Underfunding may cause provider agencies to become concerned about whether or not there will be adequate money to cover the costs of certain services for an extended amount of time. This may result in agencies either refusing or limiting referrals based on perceptions about the severity of a job seeker’s support needs.</li> </ul>
<p><b>Control:</b> Approach ensures job seekers are in control of funds.</p>	<ul style="list-style-type: none"> <li>• When the control of funding is turned over to job seekers, they have the opportunity to “sign off” on all major funding decisions and projected service outcomes, which increases the chance that they will be satisfied with the results.</li> </ul>
<p><b>Choice:</b> Approach requires job seekers to be in control of selecting providers.</p>	<ul style="list-style-type: none"> <li>• Job seekers (with significant disabilities) are more likely to be satisfied when they have a say in who provides their services.</li> <li>• Job seekers must have informed choice regarding the strengths and weaknesses of local community rehabilitation programs providing CIE. This should include information about employment outcomes, wages, benefits, job tenure, job types, training/certifications of employment specialists and their disability experience.</li> </ul>
<p><b>Remove Barriers:</b> Approach verifies the removal of funding barriers.</p>	<ul style="list-style-type: none"> <li>• Funding arrangements that set specific limits on the amount and/or type of services is a barrier to CIE.</li> <li>• The number of intervention hours or amount of long term supports funding should be based on a person’s employment needs rather than predetermined amounts.</li> </ul>