

SERVICE ACTIVITIES AND SETTINGS

1. What settings would not be considered community settings and therefore not be acceptable settings for the provision of IDS?

Facility based Day Habilitation and Employment Readiness service settings that are leased or owned by service providers would not be community settings. Other disability-specific settings are also not appropriate for the delivery of IDS services. People's homes are typically not considered community settings for IDS unless (as described in #9 above), there is goal in the person's Community Integration Plan that makes use of the home a logical choice.

2. Can Job Development be done as part of IDS?

No. Career and job exploration, and activities that help people develop skills that can be used in employment are all encouraged under IDS. However, when a person decides that she or he wishes to actively pursue a job, the IDS provider should contact the SC and they will assist the person with submission of an application to RSA. IDS should not be used to assist people with filling out job applications, going for job interviews or other activities that typically fall under Job Development.

3. Can people participate in a paid work experience or paid internship with support provided through IDS?

No. IDS is not the appropriate service for people who wish to participate in paid work experiences or paid internships. People involved in these types of work experiences should be working with both DDA and RSA. Service Coordination will assist the person with the submission of an application to RSA.

4. What if an individual is involved in career exploration or volunteering through IDS and the person is unexpectedly offered a job? What should the IDS provider do?

The IDS provider should immediately contact the Service Coordinator. The Service Coordinator should follow the policy and procedure for expedited access to RSA-funded job coaching.

5. Can IDS support people to pursue education and training? Can IDS support someone to get a GED?

Yes, the CIP would have to explain the role of the IDS staff.

6. When is it acceptable for a person's IDS Community Integration Plan to include time at home?

This should be very limited. If people need longer breaks at home, the IDS service should not be authorized for these time blocks. In these situations, IDS can be authorized to occur twice a day. For example, IDS could be authorized to occur from 9:00am to 11:00am and then again from 1:00pm to 3:00pm. If this is done, the Service Coordinator and Team will need to ensure that any supports the person may need while at home are provided by another involved service provider (e.g. the residential provider).

In some situations time spent at home may make sense in terms of the goals of IDS. For example, if someone has a goal of strengthening relationships with neighbors or family in their IDS Community Integration Plan, and that person is hosting a get-together for neighbors or family at his/her home, this would be an acceptable reason for the IDS service to take place at the person's home. When Service Coordinators and Teams review Community Integration Plans, each instance where the service is proposed to be delivered at home should be reviewed carefully.

7. If a working-age person says s/he is not interested in employment, how should the IDS provider address employment as part of service delivery?

Many people with disabilities will say they do not want to work when initially asked. There are many reasons for this. The IDS provider's role is to expose the person to the possibilities for work. For someone who may resist going places solely for the purpose of exploring job possibilities, the IDS provider should consider how activities and other community opportunities included in the person's Community Integration Plan may offer the chance to discuss the possibilities related to employment. For example, a person might want to take a fitness class at a local gym and being there offers the opportunity for the DSP to talk about what it might be like to work there. Over time and with sufficient positive information about opportunities for employment, a person who initially said they were not

interested in employment may begin to recognize that employment might be something they would enjoy and reap clear benefits from (e.g. more disposable income, chance to use skills, opportunity to meet people, etc.).