

ODDS Job Coaching

Updates to Worker Guides:

- Job Coaching
- On the Job Attendant Care

ODDS Guidance Documents Updated:

DD-PT-24-009 (02/22/2024); Effective Date 03/01/2024

- Updating the Worker's Guide related to Job Coaching:
<https://www.oregon.gov/odhs/employment-first/Documents/wg-job-coaching.pdf>
- New stand-alone guide regarding "Attendant Care During VR and Employment Services":
<https://www.oregon.gov/odhs/employment-first/Documents/wg-attendant-care.pdf>

This guidance is intended to clarify attendant care supports when a person is also using VR services.

Background on ODDS Job Coaching Services

- ODDS Job Coaching rates for provider agencies are based on the time that a person works.
- Outcome rate is designed to incentivize increased hours worked; independence for the person and provider fading.
- PSW Job Coaching rates require direct contact for all hours billed.
- ODDS-funded Employment Service provider is expected to meet all the person's support needs on the job. This includes job coaching and attendant or personal care support needs on the job.
- Best practice to find a provider who can meet all the person's support needs; rather than have multiple people supporting the person in the workplace.

New guidance to clarify ODDS “On the Job Attendant Care” may be accessed while a Person is Accessing VR-funded Services.

The ODDS case manager may authorize “On the Job Attendant Care” (OR 545 NA) under the circumstances described

During Job Development

- ODDS-funded “On the Job Attendant Care” may be used for up to 10 hours per week while using VR Job Development.
- ODDS approval is required for more than 10 hours per week.

Training

- ODDS-funded “On the Job Attendant Care” may be billed for the time one provider or support professional spends training another provider or support professional on how to meet a person’s attendant or personal care support needs (e.g. how to follow a health and safety protocol).
- This may be used for up to 20 total hours per plan year. The ISP must specify training on attendant care support needs as the purpose.
- ODDS approval is required for additional hours.
- This training must occur before a provider starts billing for ODDS Job Coaching.
- Training that occurs after transfer to ODDS Job Coaching will be built into the ODDS Job Coaching rate that pays based on the number of hours a person works.
- Training for “On the Job Attendant Care” should not include training on behavior support needs. Training on behavior support needs is available under ODDS-funded Professional Behaviors Services. See the ODDS Expenditure Guidelines for more information.

During Job Coaching

ODDS may fund job coaching from job placement if:

1. ODDS long term job coach is in place, and it is reasonable to expect the person will reach job stability with a long term job coach in place;
2. Personal care supports are needed;
3. It is in the best interests of the person; and
4. The job is considered competitive integrated employment and is not at a provider business.

Job Coaching

- If the person is selecting an agency for job coaching, they will usually want to select a job coach agency who can meet all their support needs.
- The ODDS-funded job coach provider is expected to meet the person's personal care support needs. The ODDS job coaching agency rate pays based on the number of hours the person works.
- The job coach agency can staff the service in a way that best meets the person's support needs within the ODDS rate.
- Examples:
 - This might mean that the job coach meets all the person's support needs, including the person's personal care support needs.
 - Alternatively, one staff might be meeting the person's personal care support needs, while another job coach checks in with the person separately.

The job coach agency must have an employment specialist trained to meet all the person's support needs for the job to be stable and transfer to ODDS to occur.

The provider is not eligible for an ODDS retention payment if paid for VR job placement and retention.

If job coaching transfers upon job placement, VR will still leave the file open and remain available for the duration outlined in VR policies and guidance.



Questions?

For technical assistance, contact ODDS employment specialist in your area:

<https://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Map-ODDS-Regional-Employment-Specialists.pdf>

Email: employment.first@odhs.oregon.gov

Related training available in Workday:

<https://wd5.myworkday.com/oregon/learning/course/bcc22c7b9e871001196ee5ead1290000?ty=pe=9882927d138b100019b928e75843018d>