

Vocational Futures Planning and Support (VFPS) is a model to provide employment planning services to people with physical disabilities. VFPS is a consumer-directed, team-based comprehensive employment service that supports participants to obtain, maintain, or advance in employment.

Proposed fees are given with time estimates developed during the 10-year period that VFPS was being implemented by Employment Resources, Inc. (ERI).

<p><b>Barriers and Assets Identification – \$900</b></p> <p><b>Time required:</b></p> <ul style="list-style-type: none"> <li>• 3 or more conversations with the individual @ 1.0 – 1.5 hours each</li> <li>• Barriers &amp; Assets summary – 3 hours</li> <li>• Verify information/contact potential resource team members – 4-5 hours</li> <li>• Travel time to meetings – varies</li> </ul> <p>Minimum 10 hours  <i>Note: The Barriers and Assets assessment should be completed in at least 2 and no more than 3 months.</i></p>	<p><b>Service:</b>                  A series of in-depth conversations to explore an individual's employment goal, skills, strengths, assets and challenges.</p> <p><b>Products:</b></p> <ul style="list-style-type: none"> <li>• A written report will summarize the individual's employment goal, barriers and assets</li> <li>• An identification of potential funding sources</li> <li>• Identification of resources, service providers, formal and informal supports that will make up the Resource Team</li> </ul>
<p><b>Benefits Analysis – \$750</b></p> <p><b>Time required:</b>                  Up to 15 hours, usually completed within 2 months.</p>	<p><b>Service:</b>                  A summary of the benefits and subsidies the individual receives and the effect that income from employment will have on continued eligibility and benefit amounts. Verification of all benefits/subsidies. Description of work incentives available.</p> <p><b>Product:</b>                  Benefits Summary &amp; Analysis</p>
<p><b>Assistive Technology Assessment – \$450</b></p> <p><b>Time required:</b>                  8 hours.</p>	<p><b>Service:</b>                  Assess the need for adaptive equipment or software, other work place accommodations. Identify cost-effective sources of equipment/software/furniture or custom build. Provide training on all adaptive technology.</p> <p><b>Product:</b>                  Assistive Technology Assessment Report</p>

<p><b>Career Exploration/Goal Validation – \$1,200</b></p> <p><b>Time required:</b> Varies depending upon the individual. If several careers are explored, may take 6 months, spending at least 6-8 hours per month per person, or more intensely done in a shorter period of time (3 months) spending 6-8 hours per week.<sup>1</sup></p> <p><sup>1</sup>This is the most difficult component to estimate. VFPS staff should keep track of time involved for future analysis of the fee.</p>	<p><b>Service:</b> Career exploration may include informational interviews, job shadowing, job market analysis, and exploring self-employment options. Time also includes facilitation of Resource Team meetings.</p> <p><b>Product:</b></p> <ul style="list-style-type: none"> <li>• A written report will summarize the career fields explored, and the feasibility as a career path for the individual</li> <li>• Resource Team meeting minutes</li> </ul>
<p><b>Guided Job Search or Guided Business Planning for Self Employment – \$1,200</b></p> <p><b>Time required:</b> If all barriers are addressed and the career exploration has been successful, training or education completed, this phase should take 4-6 months.</p>	<p><b>Service:</b> Job seeking preparation, which includes helping with resume development and interview skills training; assistance with contacting employers, negotiating accommodations, disability disclosure issues.</p> <p><b>Product:</b> Written plan for job search or business plan development.</p>
<p><b>Full stabilization and transition to long-term support – \$1,400</b></p> <p><b>Time required:</b> Typically 3 months (6 months for self-employment), <u>usually 2-3 hours per week</u>. Services are provided by the employment consultant and/or the Benefits Specialist (if they work for the same agency). The Assistive Technology Specialist may be needed at this point to install equipment or software, research accommodations and could be funded on a hourly basis.</p>	<p><b>Service:</b> May involve assistive technology consultations, job accommodations, or joint meetings with employer and employee, employee awareness training.</p> <p><b>Product:</b> Notes describing what was done.</p>
<p><b>Ongoing Employment Support – \$40/hour</b></p> <p><b>Time required:</b> Most individuals will need minimal support/contact, e.g., 1 hour per month, from the Employment Specialist, but the Benefit Specialist may spend 1-2 hours per week helping the individual manage the changes in their benefits, using the work incentives, negotiating with SSA and other benefit program administrators.</p>	<p><b>Service:</b> Ongoing monitoring of employment to ensure that both the worker and the employer are satisfied. Designed to identify problems or concerns early. May include ongoing benefits planning.</p>
<p><b>Workplace PAS – \$20/hour</b></p> <p><b>Time required:</b> Varies depending upon the number of days/hours the person works. They generally need at least one hour for each day they work, but that number could be higher if they need assistance in transition TO work, eating lunch, using the bathroom, and then transitioning FROM work to home.</p>	<p><b>Service:</b> Personal assistance on the job as needed.</p>