1101 Provision of Post-Employment Services (PES)

a. Post-employment services are vocational rehabilitation (VR) services (see RSM 2, Section 600 and Section 700) provided when:

1. The individual has achieved a competitive integrated employment outcome, i.e., the record of services has been closed "rehabilitated."

2. Additional services are necessary to assist the individual in maintaining, regaining, or advancing in competitive integrated employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, and interests.

3. Solution of the problem does not require a complex and comprehensive provision of services and is limited in scope and duration.

b. Discrete post-employment services are provided when necessary after transition to extended services in Supported Employment (see RSM 2, Section 800).

1102 Examples of Circumstances Under Which Post-Employment Services May Be Appropriate

Post-employment services are available in situations including the following:

a. To maintain competitive integrated employment, e.g., the individual has had conflicts with supervisors and co-workers and requires mental health services and counseling to retain the individual's job.

b. To regain competitive integrated employment, e.g., the individual's job is eliminated through reorganization and new placement services are needed.
c. To advance in competitive integrated employment, e.g., the employment is no longer consistent with the individual’s strengths, resources, priorities, concerns, abilities, capabilities, and interests.

1103 Time Frame for Provision of Post-Employment Services

When a year or longer has elapsed since provision of rehabilitation services, the counselor will carefully reassess all factors to determine the exact nature of services needed and whether post-employment services are appropriate. The period of time after which post-employment services will be provided will not be arbitrarily limited but will be determined on an individual basis. Factors to be considered include:

a. Relevance and current validity of previous data.

b. Whether previous rehabilitation efforts have lost relevance or significance.

c. Availability of the individual’s original record of services.

If it is determined that the individual’s needs would be better met through reopening the individual’s record of services for more comprehensive service provision, the policies and procedures for Referral and Application will be followed (see RSM 2, Section 400).

1104 Required Documentation

1104.01 Documentation of Need

There will be documentation in the record of services to support the need for post-employment services. Information will be added to the original record of services including the individual’s present employment situation and any additional relevant data.

1104.02 PES Plan

See RSM 2, Attachment 300-1.

1105 Limitations on Post-Employment Services

The policies, procedures and conditions limiting or qualifying services provided under an IPE shall be applicable in the provision of post-employment services under a PES Plan (see RSM 2, Section 700).

1106 Transfer of Record for Post-Employment Services

The record of services of an individual who achieves an employment outcome after receiving VR services through Maryland DORS, moves out of state, and then requires post-employment services will be processed as a new referral by the receiving state. Pertinent information from the existing record of services shall be shared with the receiving state upon receipt of a request or consent form signed by the individual or, if appropriate, the individual’s representative.

Intra-state moves by the individual will entail a transfer of the record of services to the receiving DORS region/district.
1107 Record of Services Closure for Post-Employment

1107.01 Determination

The decision to terminate post-employment services will be made on an individual basis in consultation with the individual receiving such services. Factors to be considered in closing a post-employment record of services include the following:

a. **Successful outcome:**
   1. Satisfactory solution to the precipitating problem requiring post-employment services.
   2. Attainment of sufficient independence to function without continuing post-employment services, or a counselor’s professional judgment to discontinue services.
   3. Employment continues at a suitable level in relation to the individual’s skills and the particular locality and labor market, or can be realized by the individual’s own initiative.

b. **Unsuccessful outcome** – The individual’s condition or situation suggests that post-employment services cannot maintain the individual’s employment. Consideration should be given to re-opening the record of services for rehabilitation services (see RSM 2, Section 1001.13) or referral to community providers for services to address the issues impeding performance in employment.

1107.02 Documentation

The record of services will include:

a. Documentation reflecting the participation of the individual in the development of the PES Plan, services provided, and in the closure decision.

b. Completed AWARE™ PES closure documentation – edit the PES plan to include closure information described above.