



1X Employment Incentives

CONNECTICUT DEPARTMENT OF DEVELOPMENTAL SERVICES

EMPLOYMENT INCENTIVES

Start date: _____ (Submit to Resource Manager 1)			End Date: _____ (Submit to Case Manager)		
Choose the path that is appropriate to the services the individual currently receives					
Group Day/Customized Employment*			IDV/ISE/ Group Day Combo or ISE only		
Units			Units		
0	Career Plan Hours (Max 10 Hrs.) hrs x \$81.25/hr (Group Day)	\$ -	0	Career Plan Hours (Max 10 Hr.) hrs X \$68.76/hr	\$ -
0	Completed Career Plan \$980.96 (Enter 1 unit)	\$ -	0	Completed Career Plan \$980.96 (Enter 1 unit)	\$ -
0	Working Interview Staff Hrs (Max 40) hrs x \$81.25/hr (Group Day)	\$ -	0	Working Interview Staff Hrs (Max 40) hrs X \$68.76/hr	\$ -
0	Individual Wages (Max 40 hrs.) hrs. X \$17.89/hr	\$ -	0	Individual Wages (Max 40 hrs.) hrs. X \$17.89/hr	\$ -
0	Intensive Job Placement & Training hrs x \$81.25/hr (Group Day)	\$ -	0	Intensive Job Placement & Training hrs X \$68.76/hr	\$ -
			<i>Individual must have transitioned to ISE to be eligible for Benchmarks Prorated for scheduled hrs. below 25 hrs. per week</i>		
			0	Job Start Benchmark (up to \$2000)	\$ -
			0	3 Month Benchmark (up to \$2000)	\$ -
			0	6 Month Benchmark (up to \$2000)	\$ -
			0	12 Month Benchmark (up to \$2000)	\$ -
			0	Transition to Natural Supports (up to \$2000)	\$ -
* CE committee must review/approve CE Add Hours					
	Total	\$ -		Total	\$ -

Rationale for Request/Anticipated Result/Timeframe: (For new Placement, Action Plan should include a Description as to how the provider will fade supports to the LON participant's authorized hours)

DDS One-Time (1X) Employment Incentives are non-annualized funds that do not affect an individual's annual funding.

The purpose of the 1X Employment Incentives is to assist individuals in **transitioning to, retaining, or sustaining competitive integrated employment.**

1X Employment Incentives Rate Sheet available [here](#).

OPERATIONAL CHANGES: RATES

Start date:		End Date:	
(Submit to Resource Manager 1)		(Submit to Case Manager)	
<i>Choose the path that is appropriate to the services the individual currently receives</i>			
Group Day/Customized Employment*		IDV/ISE/ Group Day Combo or ISE only	
Units		Units	
Career Plan Hours (Max 10 Hrs.)		Career Plan Hours (Max 10 Hr.)	
0 hrs x \$81.25/hr (Group Day)	\$ -	hrs X \$68.76/hr	\$ -
Completed Career Plan \$980.96		Completed Career Plan \$980.96	
0 (Enter 1 unit)	\$ -	(Enter 1 unit)	\$ -
Working Interview Staff Hrs (Max 40)		Working Interview Staff Hrs (Max 40)	
0 hrs x \$81.25/hr (Group Day)	\$ -	0 hrs X \$68.76/hr	\$ -
Individual Wages (Max 40 hrs.)		Individual Wages (Max 40 hrs.)	
0 hrs. X \$17.89/hr	\$ -	0 hrs. X \$17.89/hr	\$ -
Intensive Job Placement & Training		Intensive Job Placement & Training	
0 hrs x \$81.25/hr (Group Day)	\$ -	0 hrs X \$68.76/hr	\$ -

Effective 10/1/22 is now one uniform rate for the ISE 1X Employment Incentives (\$66.76/hr) for individuals in IDV, ISE Group Day Combo, or ISE only.

Effective 12/1/22 the rate for individuals in a Group Day has been simplified to \$81.25/hr and is no longer correlated with an individual's LON.

- Since 2020, providers doing GSE and utilizing ISE add hours could receive payment for the LON Rate plus the Group Day/ISE rate through the incentive payments.

OPERATIONAL CHANGES: DELIVERABLES

Effective 10/1/22 authorizations will utilize “Add Hours” to allow WebResDay billing in lieu of submitting “actuals”.

Units			Units			
0	Career Plan Hours (Max 10 Hrs.) hrs x \$81.25/hr (Group Day)	\$ -	0	Career Plan Hours (Max 10 Hr.) hrs X \$68.76/hr	\$ -	WebResDay Billing
0	Completed Career Plan \$980.96 (Enter 1 unit)	\$ -	0	Completed Career Plan \$980.96 (Enter 1 unit)	\$ -	Submit to Resource Manager
0	Working Interview Staff Hrs (Max 40) hrs x \$81.25/hr (Group Day)	\$ -	0	Working Interview Staff Hrs (Max 40) hrs X \$68.76/hr	\$ -	WebResDay Billing
0	Individual Wages (Max 40 hrs.) hrs. X \$17.89/hr	\$ -	0	Individual Wages (Max 40 hrs.) hrs. X \$17.89/hr	\$ -	WebResDay Billing
0	Intensive Job Placement & Training hrs x \$81.25/hr (Group Day)	\$ -	0	Intensive Job Placement & Training hrs X \$68.76/hr	\$ -	WebResDay Billing

OPERATIONAL CHANGES: BENCHMARKS

Effective 12/1/22, providers can apply for an additional 1 Year Benchmark payment.

Payment deliverables for the benchmark payments have changed. Providers no longer need to submit all paystubs. Instead, providers must submit:

- Job Placement (first paystub)
- 3-Month Paystub
- 6-Month Paystub
- 1-Year Paystub
- Final paystub of the calendar year
 - ***Final pay stub of calendar year is needed for any benchmark that crosses calendar years*

End Date:			
(Submit to Case Manager)			
to the services the individual currently receives			
IDV/ISE/ Group Day Combo or ISE only			
Units			
	Career Plan Hours (Max 10 Hr.)		
	hrs X \$68.76/hr		\$ -
	Completed Career Plan (Enter 1 unit)	\$980.96	\$ -
	Working Interview Staff Hrs (Max 40)		
0	hrs X \$68.76/hr		\$ -
	Individual Wages (Max 40 hrs.)		
0	hrs. X \$17.89/hr		\$ -
	Intensive Job Placement & Training		
0	hrs X \$68.76/hr		\$ -
<i>Individual must have transitioned to ISE to be eligible for Benchmarks</i>			
<i>Prorated for scheduled hrs. below 25 hrs. per week</i>			
	Job Start Benchmark (up to \$2000)		\$ -
0			\$ -
	3 Month Benchmark (up to \$2000)		\$ -
0			\$ -
	6 Month Benchmark (up to \$2000)		\$ -
0			\$ -
	12 Month Benchmark (up to \$2000)		\$ -
0			\$ -
	Transition to Natural Supports (up to \$2000)		\$ -
0			\$ -
Total			\$ -

HOW DO PROVIDERS REQUEST FUNDING?

CONTRACT PROVIDERS

- 1- Provider submits a one-time request to Region's Resource Manager.
- 2- Resource Management sends provider a One-Time contract service authorization.
- 3- Provider submits invoice to resource manager after service is provided.
- 4- Resource authorizes payment.
- 5- Payment is made through authorization system.

INDIVIDUAL BUDGET PROVIDERS

- 1- Provider submits 1X to CM, then CM submits a one-time request to PRAT.
- 2- If PRAT approves, CM puts 1X funds in the Individual Budget.
- 3- Provider submits Career Plan to Resource Management for signoff and timesheets or invoices to FI after service is provided.
- 4- FI makes the payment.

CAREER PLAN

Funds are to be used to provide opportunities for people to explore their work preferences, develop interview skills, learn about other employment opportunities, and have on site work experiences (working interviews) in the community while continuing their current group program.

Amount of Funding Available:

WebResDay
Billing

- Up to 10 hours of direct face to face service
 - \$68.76 per hour rate
 - \$81.25 per hour rate for Group Day Options

Additionally, One Time Fee of \$980.96 for a Completed Career Plan that has been reviewed and approved by DDS RM.

Note: A career plan does not need to be completed in every case, especially if an individual has already identified employment sectors of interest.

Resources:

[Career Plan Template \(ct.gov\)](#)

[Career Plan Guide \(ct.gov\)](#)

WORKING INTERVIEW INCENTIVE

Funds are to be used to pay an individual while working in a position that has a strong likelihood of leading to a job offer. Funds are also available to cover staff hours.

Amount of Funding Available:

Individual's wages during a working interview can be reimbursed up to 40 hours.

- \$17.89 per hour rate for Individual Wages (Up to 40 Hours)

The individual must be paid at least minimum wage.

Staff Hours can be reimbursed during the working interview up to 40 hours.

- \$68.76 per hour rate
- \$81.25 per hour rate for Group Day Options

WebResDay
Billing

INTENSIVE JOB PLACEMENT & TRAINING

Funds are to be used to provide additional hours of job training and support to promote a successful transition to employment.

- WebResDay
Billing
- Funding Available:
- \$68.76 per hour rate
 - \$81.25 per hour rate for Group Day Options

BENCHMARKS

Individuals must have transitioned to ISE to be eligible for Benchmark Payments. Benchmarks are prorated for scheduled hours below 25 hours per week

Job Start Benchmark – Up to \$2,000

- First paystub must be provided to validate employment and confirm hours for proration.

3-Month Benchmark – Up to \$2,000

- First paystub and paystub after 3-months must be provided to validate employment and confirm hours for proration.

6-Month Benchmark – Up to \$2,000

- First paystub and paystub after 6-months must be provided to validate employment and confirm hours for proration.

1-Year Benchmark – Up to \$2,000 New 12/1/2022

- First paystub and paystub after 1-Year must be provided to validate employment and confirm hours for proration.

Transition to Natural Supports Benchmark – Up to \$2,000

- Confirmation must be received that the individual is no longer receiving services

EMPLOYMENT TRAINING INCENTIVE

Funds are to be used to provide opportunities for providers to enhance employment training for their staff (i.e., job development, job coaching, business entrepreneurship, assets management/benefits planning).

Funds accessed through traditional Attachment A, linked [here](#).

Funds can be used for:

1. Actual cost of participant registration for employment training sessions.
2. Reimbursement for replacement staff based on cost of substitute.

Annual cap to be determined case by case, per request.

EMPLOYMENT INCENTIVES - RECAP

	WebResDay Billing		WebResDay Billing		WebResDay Billing	
PATH	CAREER PLAN	COMPLETED CAREER PLAN	WORKING INTERVIEW STAFF WAGES	WORKING INTERVIEW INDIVIDUAL WAGES	INTENSIVE JOB PLACEMENT & TRAINING	
<i>IDV, ISE/Group Day, ISE Only</i>	\$68.76/hr.	\$980.96	\$68.76/hr. (Max 40)	\$17.89/hr. (Max 40)	\$68.76/hr. (IDV)*	
<i>Group Day CE</i>	\$81.25/hr.	\$980.96	\$81.25/hr. (Max 40)	\$17.89/hr. (Max 40)	\$81.25/hr.	

Job Start Benchmark – Up to \$2,000

3-Month Benchmark – Up to \$2,000

6-Month Benchmark – Up to \$2,000

1-Year Benchmark – Up to \$2,000

Transition to Natural Supports Benchmark – Up to \$2,000



Questions?
