

# SUPPORTED EMPLOYMENT IN NEW JERSEY

Supported Employment helps individuals with intellectual and developmental disabilities (IDD) secure and maintain **competitive employment**, or work in a setting to prepare for competitive employment. An individual's interests, likes, and dislikes are important factors when considering a job or career path.



## KEY TERMS

### [Workforce Innovation and Opportunity Act \(WIOA\)](#)

Federal legislation signed in 2014 to help individuals access education, training, and support services to succeed in the workplace.

### **Competitive Employment**

Work performed on a full-time or part-time basis in an integrated setting that is compensated at or above minimum wage.

### [Division of Vocational Rehabilitation Services \(DVRS\)](#)

The state agency which provides vocational services for individuals with IDD or other barriers to employment.

Check out our DVRS Go Bag: [bit.ly/DVRSgobag](http://bit.ly/DVRSgobag)

### ["Employment First" State](#)

An initiative that outlines that competitive employment is the preferred post-education activity. It presumes that all individuals, including people with IDD, are capable of integrated employment.

## EXAMPLES OF SERVICES

- **Pre-Employment Transition Services**
  - Offered to high school students to plan and prepare for entering the workforce.
- **Job Development**
  - Assists individuals with a job search, interview skills, and resume development.
- **Job Sampling**
  - Gives the individual the opportunity to explore different types of employment and identify areas of interest and ability.
- **Job Coaching**
  - Provides assistance with learning essential job tasks, transportation training, social skills, and can act as a liaison between the employer and employee.
- **Long-Term Follow Along**
  - Ongoing support through worksite visits designed to help individuals maintain skills built during job coaching.
- **Trial Work Experience**
  - A workplace readiness assessment administered by a Supported Employment provider agency, such as [Project HIRE](#).

\*This is not a fully inclusive list. Services may vary between agencies, school districts, and funding sources.

## REQUIREMENTS OF COMPETITIVE EMPLOYMENT

### [Wages](#)

Individuals are compensated at or above minimum wage, and at a comparable rate to coworkers without IDD performing similar duties with similar experience and education.

### [Benefits](#)

Individuals receive the same benefits as other employees in a similar position with a similar level of service.

### [Scheduling](#)

The schedule is determined by the needs of the employer, not the availability of the individual.

### [Integration](#)

Employment takes place in a setting where individuals with and without disabilities have the opportunity to interact and work alongside each other.

### [Advancement](#)

The same opportunities for promotion and advancement are available for employees with and without disabilities in similar positions with similar experience.

## NJ WORKABILITY

NJ WorkAbility offers people with disabilities who are working, and whose income would otherwise make them ineligible for Medicaid, the opportunity to receive full Medicaid coverage.

Through NJ WorkAbility, individuals can earn up to \$65,196 of gross annual income and maintain less than \$20,000 in assets without threatening their Medicaid status. A couple cannot exceed \$87,900 in gross income and \$30,000 in assets. Learn more about NJ WorkAbility and eligibility requirements at: [bit.ly/njworkability](http://bit.ly/njworkability)

# APPLYING FOR SERVICES

## DVRS

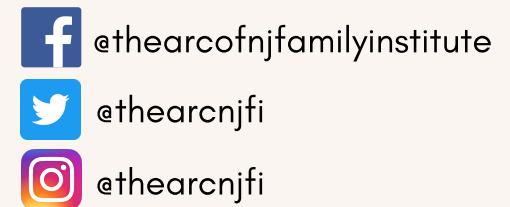
1. Click this link and complete the online referral form:  
[bit.ly/DVRShome](http://bit.ly/DVRShome)
2. Your local DVRS office will contact you with instructions to complete the full application.
3. Complete the application.
4. Ask your Vocational Rehabilitation Counselor about Supported Employment.
5. If approved, you may choose an agency to receive services from.

## DDD

1. When you are enrolled in DDD, you still need to apply for DVRS.
2. If your application is denied, you will receive the F3 Form.
3. Complete the F3 Form and ask your Support Coordinator to file it with DDD.
4. You will now be able to receive Supported Employment services using your DDD budget.
5. Your Support Coordinator will help you select a provider agency.



The Arc of New Jersey  
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## WHO TO CONTACT

### **Division of Vocational Rehabilitation Services (DVRS)**

Email: [dvradmin@dol.nj.gov](mailto:dvradmin@dol.nj.gov)  
Phone: 609-292-5987

### **NJ Work Incentives Network Support (NJWINS)**

[njwins.org](http://njwins.org)  
Ticket to Work Help Line at 1-866-968-7842

### **Commission for the Blind and Visually Impaired (CBVI)**

[bit.ly/CBVIservice](http://bit.ly/CBVIservice)  
Phone: 973-648-3660

### **Division of Developmental Disabilities (DDD)**

[bit.ly/DDD-employment](http://bit.ly/DDD-employment)

## **Did you know The Arc of New Jersey has a Supported Employment program?**

Project HIRE is the largest and oldest Supported Employment provider in New Jersey. It is Medicaid approved, CARF accredited, and currently serves approximately 500 individuals every month. The program offers the following service across 13 counties:

- Job Placement Services
  - Application, resume, and cover letter assistance
  - Career exploration and job sampling
  - Interview and workplace readiness training
- Job Coaching Services
  - Intensive training at start of new hire
  - Ongoing task training when needed
  - Job counseling and work performance improvement

For more information about Project HIRE, contact Adam Kubler at [akubler@projecthire.biz](mailto:akubler@projecthire.biz)