



ADMINISTRATIVE RULES OF MONTANA

37.34.985 0208 MEDICAID HOME AND COMMUNITY-BASED SERVICES PROGRAM: SUPPORT EMPLOYMENT, SMALL GROUP SUPPORT

- (1) Small group employment support consists of habilitation services and staff supports needed for groups of two to eight waiver recipients to acquire and maintain a job or position in the general workforce at or above the state's minimum wage, with a goal of not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities. Small group employment examples include enclaves, mobile crews, and other business-based workgroups employing small groups of waiver recipients with disabilities in the community.
- (2) Small group employment support must be provided in a manner that promotes integration into the workplace and interaction between people with and without disabilities in those workplaces.
- (3) Small group employment support must occur in business settings during the hours typical for the industry.
- (4) Small group employment support may include:
 - (a) person-centered employment planning with or on behalf of the waiver recipient;
 - (b) job development;
 - (c) negotiation with prospective employers;
 - (d) creating a job description based on a task derived from a single traditional job (job carving);
 - (e) job placement;
 - (f) job analysis;
 - (g) training and support in related skills needed to obtain and retain employment such as using community resources and public transportation;
 - (h) job coaching;
 - (i) benefit planning support;
 - (j) job promotion support; and
 - (k) career advancement support.
- (5) The following services are not reimbursable:
 - (a) transportation of a waiver recipient to and from the job site;

- (b) any service that is otherwise available under the Rehabilitation Act of 1973. Documentation is required to ensure that the service is not available or is no longer available under a program funded under section 110 of the Rehabilitation Act of 1973, the IDEA (20 U.S.C 1401 et seq.), or EPSDT;
 - (c) public relations activities;
 - (d) staff continuing education, including in-service meetings, department meetings, individual staff development;
 - (e) incentive payments made to an employer to subsidize the employer's participation in a supported employment program;
 - (f) payments that are passed through to waiver recipients of supported employment program;
 - (g) payments for vocational training that is not directly related to a waiver recipient's supported employment program;
 - (h) any activities which are not directly related to the waiver recipient's career plan;
 - (i) services furnished to a minor waiver recipient by a parent(s), step-parent(s), or legal guardian; and
 - (j) services furnished to a waiver recipient by the waiver recipient's spouse.
- (6) Total hours for a waiver recipient's attendance shall not include time spent during transportation to or from the waiver recipient's residence.
- (7) The department requires all other funding sources be utilized and a denial from other funding sources before this service is entered into the cost plan and approved by the Developmental Disabilities Program.
- (8) Waiver recipients may utilize individual, co-worker, follow along, and day supports and activities in conjunction with small group employment support.

Authorizing statute(s): 53-6-113, 53-6-402, 53-20-204, MCA

Implementing statute(s): 53-6-101, 53-6-402, 53-20-205, MCA

History: NEW, 1995 MAR p. 1136, Eff. 6/30/95; TRANS, from SRS, 1998 MAR p. 3124; AMD, 2014 MAR p. 220, Eff. 1/31/14; AMD, 2024 MAR p. 2067, Eff. 8/24/24.