

Appendix A: Employment and Community First CHOICES Benefit Table

Service	How it can help you	What benefit groups cover it?					Limits
		Essential Family Supports (Group 4)	Essential Supports for Employment and Independent Living (Group 5)	Comprehensive Supports for Employment and Community Living (Group 6)	Intensive Behavioral Family-Centered Treatment, Stabilization and Supports (Group 7)	Intensive Behavioral Community Transition and Stabilization Services (Group 8)	
Employment Supports							
--Individual Employment Supports							
Exploration	Helps you decide if you want to work and the kinds of jobs you might like and be really good at by visiting job sites that match your skills and interests. Also helps you (and your family) understand the benefits of working and helps answer your questions about work.	✓	✓	✓	✓	✓	No more than once a year (at least 365 days between services) and only if you're not employed or getting other employment supports and haven't decided if you want to work

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Employment Supports (continued)							
--Individual Employment Supports							
Discovery	Someone to help you identify the kinds of work you want to do, the skills and strengths you will bring to your work, and what you need to be successful. This information can be used to help you write a plan to get a job or start your own business.	✓	✓	✓	✓	✓	No more than once every 3 years and only if you're not employed or getting other employment supports and have a goal to get a job within 12 months
Situational Observation and Assessment	A chance to try out certain jobs to see what they're like and what you need to do to get ready for those jobs	✓	✓	✓	✓	✓	No more than once every 3 years and only if you're not employed or getting other employment supports and have a goal to get a job within 12 months
Job Development or Self-Employment Plan	Someone to help you write a plan to get a job (or start your own business)	✓	✓	✓	✓	✓	No more than once every 3 years and only if you're not employed or getting other employment supports and have a goal to get a job within 12 months

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Employment Supports (continued)							
--Individual Employment Supports							
Job Development or Self-Employment Start Up	Someone to help you carry out your plan to get a job (or start your own business)	✓	✓	✓	✓	✓	No more than once a year (at least 365 days between services) and only if you're not employed or getting other employment supports and have a goal to get a job within 9 months
Job Coaching	A job coach to support you when you start your job until you can do the job by yourself or with help from co-workers.	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> Up to 40 hours per week of Job Coaching or Co-Worker Supports, Community Integration Support Services, Independent Living Skills Training and the hours you work combined if you work in the community or you're self-employed in a community business Up to 50 hours per week of these services and the hours you work combined if you work in the community or you're self-employed in a community business at least 30 hours per week
Job Coaching for Self-Employment	A job coach to support you when you start your business until you run the business by yourself	✓	✓	✓	✓	✓	
Co-Worker Supports	Paying a co-worker to help you on your job instead of a job coach	✓	✓	✓	✓	✓	
Career Advancement	Services to help you get a better job, earning more money	✓	✓	✓	✓	✓	No more than once every 3 years to get a promotion or second job

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Employment Supports (continued)							
--Individual Employment Supports							
Benefits Counseling	Someone to help you understand how the money you earn from working will impact other benefits you get, including Social Security and TennCare	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> • Only if you can't get the service through another program • Initial counseling up to 20 hours no more than once every 2 years • Up to 6 more hours no more than 3 times a year to consider a new job, promotion, or self-employment • Up to 8 extra hours 4 times a year to help you stay employed or self-employed

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Employment Supports (continued)							
--Small Group Employment Supports							
Supported Employment – Small Group	Support for you and 1 or 2 other people to work together in a small group. Helps you get ready for a job where you can work by yourself	✓	✓	✓	✓	✓	Up to 30 hours per week of Supported Employment– Small Group, Community Integration Support Services, and Independent Living Skills Training combined
--Pre-Vocational Training							
Integrated Employment Path Services	Time-limited trainings to get you ready for work in the community	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> • Up to 12 months; may get up to 12 more months if actively working to get a job • Up to 30 hours per week of Integrated Employment Path Services or Supported Employment-Small Group, Community Integration Support Services, and Independent Living Skills Training combined

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Independent Community Living Supports							
Community Integration Support Services	Helps you do things in the community that you want to do. Take a class, join a club, volunteer, get or stay healthy, do something fun, build relationships, and reach your goals.	✓	✓	✓	✓		<ul style="list-style-type: none"> • Not covered as a separate service if you get Community Living Supports (it's part of that benefit) • If you <u>don't</u> work in the community OR get an employment service: Up to 20 hours per week of Community Integration Support Services and Independent Living Skills Training combined <i>after</i> starting an Employment Informed Choice process • If you do work in the community OR get an employment service: Up to 30 hours per week of Community Integration Support Services, Independent Living Skills Training, and Individual or Small Group Employment Supports combined
Independent Living Skills Training	Helps you learn new things so you can live more independently. These skills can help you take care of yourself, your home, or your money.	✓	✓	✓	✓		<ul style="list-style-type: none"> • If you're working (in an individual job, not a group, in the community) or self-employed: Up to 40 hours per week of Community Integration Support Services, Independent Living Skills Training, Job Coaching, Co-Worker Supports and the hours you work combined • If you're working or self-employed in the community at least 30 hours a week: Up to 50 hours per week of these services and the hours you work combined

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Independent Community Living Supports (continued)							
Community Transportation	Helps you get to work or to other places in the community when public transportation isn't available, and you don't have any other way to get there.	✓	✓	✓	✓		<p>Up to \$225 per month if you to get this service through consumer direction</p> <p>If you get it this service from a provider and aren't getting another service right before or after:</p> <ul style="list-style-type: none"> • No more than 2 one-way trips per day • No more than 12 one-way trips per week for work • No more than 6 one-way trips per week to do integrated things in the community (besides work) • No more than 12 one-way trips per week combined

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Independent Community Living Supports (continued)							
Personal Assistance	Someone to help with personal care needs or daily living activities in your home, at work, or in the community. Includes help with your household chores or errands. They can help you do things like get out of bed, take a bath, and get dressed so that you are ready to go to work or out into the community. They can also help you with your household chores (but not other people you live with). This includes things like your cleaning and laundry, help you fix and eat your meals, and run your errands. And, they can support you in the community to do the things you want to do. Also includes help training someone you know to provide this kind of support.		✓	✓			Up to 215 hours per month


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Independent Community Living Supports (continued)							
Assistive Technology, Adaptive Equipment and Supplies	Certain items that help you do things more independently in your home or community. This includes assessments and training on how to use them.	✓	✓	✓	✓	✓	Up to \$5,000 per calendar year (January 1 – December 31 each year)
Minor Home Modifications	Certain changes to your home that will help you get around easier and safer in your home like grab bars or a wheelchair ramp.	✓	✓	✓	✓	✓	Up to \$6,000 per project; \$10,000 per calendar year; and \$20,000 per lifetime


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Independent Community Living Supports (continued)							
Community Living Supports and Community Living Supports–Family Model	Support with activities of daily living and other tasks that help you live in the community and engage in community life. Usually in a small shared living arrangement or with a family (but not your own) who will provide the supports you need. You must pay for your room and board.		✓	✓			
Family Caregiving Supports							
Respite	Someone to support you for a short time so your caregiver can have a break. (Only for routine family or other caregivers who aren't paid to support you.)	✓	✓	✓			Up to 30 days per calendar year or 216 hours per calendar year (January 1 – December 31 each year). You have to pick one. In Consumer Direction, you can only get hourly respite.

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<p>Supportive Home Care</p>	<p>This is like Personal Assistance, but for people who live at home with their family. Someone to help you with personal care needs or daily living activities that your family can't help you with. This help could be in your home, on the job, or in the community. Includes help with your household chores (but not the whole family) or errands. They can help you do things like get out of bed, take a bath, and get dressed so that you are ready to go to work or out into the community. They can help with your cleaning and laundry; help you fix and eat your meals. They can also support you in the community to do the things you want to do.</p>						

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Family Caregiving Supports (continued)							
Family Caregiver Stipend (instead of Supportive Home Care)	A monthly payment to your primary caregiver if they help with your personal care needs and daily living activities (instead of Supportive Home Care). This payment helps offset lost wages or pays for things you need that aren't covered in ECF CHOICES. (But you must get the services you need to work and be part of your community.)						<ul style="list-style-type: none"> • Only if you get the services you need to work and be part of the community • Up to \$500 per month for children up to age 18 • Up to \$1,000 per month for 18 years old and older

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Self-Advocacy Supports							
Individual Education and Training	Help paying for workshops and training that will help you learn to advocate for yourself and direct your planning and supports.		✓	✓		✓	Up to \$500 per calendar year (January 1 – December 31 each year)
Peer-to-Peer Support and Navigation for Person-Centered Planning, Self-Direction, Integrated Employment/Self-Employment and Independent Living	Guidance and support from another person with disabilities who has experience and training to answer your questions and help you: <ul style="list-style-type: none"> - Direct your support plan. - Direct your services (hire and supervise your own staff) - Think about and try employment or community living options. 		✓	✓		✓	Up to \$1,500 per lifetime

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Self-Advocacy Supports (continued)							
Decision Making Supports	Help understanding options to protect the rights and freedom of adults with disabilities, while providing the support they need to make decisions. Can include help paying for legal fees for these options but you have to get the counseling service first.	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> • Up to \$500 per lifetime • Must get counseling service first
Family Empowerment Supports							
Community Support Development, Organization and Navigation	Helps you and other people with disabilities and their families: <ul style="list-style-type: none"> - Connect with and help each other, and - Find and use resources in your community 	✓			✓		

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Family Empowerment Supports (continued)							
Family Caregiver Education and Training	Help paying for workshops and training that will help family caregivers understand, support and advocate for you and help you advocate for yourself.	✓			✓		Up to \$500 per calendar year (January 1 – December 31 each year)
Family to Family Support	Guidance and support from another parent of a person with disabilities who has experience and training.	✓			✓		
Health Insurance Counseling/Forms Assistance	Training and support to help you understand and use your insurance benefits (including TennCare, Medicare and private insurance).	✓			✓		Up to 15 hours per calendar year (January 1 – December 31 each year)

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Dental							
Adult Dental Services	Basic dental care for adults age 21 and older, including dental exams, cleanings, and fillings. (Children under age 21 already have dental care through TennCare.)	✓	✓	✓		✓	<ul style="list-style-type: none"> • Up to \$5,000 per calendar year (January 1 – December 31 each year) • No more than \$7,500 for three calendar years in a row
Therapy Supports							
Specialized Consultation and Training	Help from a professional to assess, plan and teach others to support you, including paid staff and unpaid caregivers. Kinds of professional help and training include: <ul style="list-style-type: none"> - Behavior services - Speech therapy - Occupational therapy - Physical therapy - Nutrition - Orientation and mobility - Nursing 		✓	✓		✓	<ul style="list-style-type: none"> • Up to \$5,000 per calendar year (January 1 – December 31 each year) • Up to \$10,000 if your assessment shows you have exceptional medical and/or behavioral health needs

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Intensive Behavioral Supports							
Intensive Behavioral Family Centered Treatment, Stabilization and Supports (IBFCTSS)	Combines mental health treatment and other home-based supports in a family-centered way. Provided only for a limited number of children who live with their family and have challenging behavior support needs. The services will train and support your family to support you so you can keep living safely together.				✓		
Intensive Behavioral Community Transition and Stabilization Services (IBCTSS)	Combines short-term 24/7 residential services with mental health treatment and supports for a limited number of adults with severe behavior support needs. The services will help you transition safely to the community.					✓	