

Supported Employment and Long Term Supported Employment

Lifetime Care recognises that engaging in good work improves the health and wellbeing of individuals, families and communities. Lifetime Care participants who have sustained life-altering injuries, particularly those with traumatic brain injury and subsequent cognitive impairment, may require significant levels of support to obtain and keep paid employment. For these participants, where competitive employment is unlikely and substantial ongoing support is required to obtain and keep employment, supported employment may provide an alternative meaningful activity for them to be engaged in.

This document provides information on the supported employment options available to Lifetime Care participants, including long-term supported employment.

What is supported employment?

Supported employment refers to the paid employment of people with disability for whom competitive employment at or above the relevant award wage is unlikely, and who, because of their disability, need substantial ongoing support to obtain or keep paid employment.

Supported employment is typically provided through Australian Disability Enterprises (ADEs). These are not-for-profit organisations that provide meaningful employment for people with significant disabilities who would otherwise not be able to work.

Employment may be in a one-to-one or group setting and supported employees receive a 'pro-rata' wage under the Supported Employment Services Award which is determined by their productive capacity.

Can Lifetime Care fund supported employment?

Lifetime Care can pay for supported employment as a rehabilitation activity when there is a capacity-building goal (where the goal is specific, measurable, achievable, realistic, and time-based), and it is part of a vocational rehabilitation plan to progress the participant to competitive employment. This may include a short term supported employment placement for building confidence and capability, with a view to entering the open labour market.

What is long term supported employment?

Long term supported employment is a service for people for whom:

- competitive employment is unlikely
- there is no current vocational rehabilitation goal relating to competitive employment; and
- there is a requirement for ongoing substantial support to obtain and/or keep paid employment.

Can Lifetime Care fund long term supported employment?

Long term supported employment is not a treatment, rehabilitation and care need however Lifetime Care may pay for long-term supported employment as a discretionary cost when the following criteria are met:

- the service is required as a direct result of the motor vehicle accident
- competitive employment (at or above the relevant award wage) is unlikely
- the participant has no current vocational rehabilitation goal relating to competitive employment
- the participant will require ongoing substantial support to obtain and/or keep paid employment
- the supported employment is delivered by an ADE, which is registered as a provider with the NDIS
- the participant is not eligible for alternate funding from another source; and
- the participant has made a request to Lifetime Care.

What information does Lifetime Care require to consider funding long term supported employment?

Lifetime Care requires an appropriately qualified Vocational Rehabilitation Provider to:

- complete a vocational assessment and/or Work Options Plan (WOP) recommending long term supported employment and which addresses the criteria listed in the section above
- conduct a workplace assessment/meeting at the ADE
- obtain a quote from the ADE in relation to the participant's support needs ratio, hours/days of work, the applicable NDIS rate, and the hourly rate of funding requested from Lifetime Care.

Lifetime Care funding for long term supported employment reflects the NDIS fee schedule.

Does Lifetime Care fund attendant care services while a participant is at supported employment?

Lifetime Care is not able to pay for additional attendant care services while a participant is at supported employment. This is because ADEs are expected to meet the participant's support needs when they are there.

Does Lifetime Care pay for travel to and from long term supported employment?

Lifetime Care is not able to pay for travel to and from work at long term supported employment. This is because work travel is considered an everyday expense associated with employment.

Who can I speak to for more information?

For more information about Lifetime Care's funding of long term supported employment, please contact the participant's Lifetime Care contact.

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