



Outcome Tracking System Definitions

Individual Competitive Job:

- All of the following must be met:
 - The work is performed on a full-time or part-time basis
 - The individual is compensated at least minimum wage, is not less than customary rate paid by the employer for the same or similar work performed by other employees who do not have a disability
 - The individual is eligible for the level of benefits provided to other full-time and part-time employees
 - The job is considered integrated. What that means is it occurs at a location where the individual interacts with persons without disabilities to the same extent possible who are not receiving home and community based waiver services
 - *This does not occur in a provider-owned business. If a provider owned business, please enter under Group Integrated Employment.

Group Integrated job:

- This includes individuals who work as a team, generally at a single worksite of a host community business or industry, within initial training, supervision, and ongoing support provided by on-site staff
- Types include:
 - Enclave
 - Mobile Work Crew
 - Provider Owned Business

Group Integrated – Enclave:

- Dispersed enclaves in which individuals work in a self-contained unit within a company or service site in the community or perform multiple jobs in the company, but are not integrated with non-disabled employees of the company

Group Integrated – Mobile Work Crew:

- Mobile work crews comprised solely of individuals operating as distinct units and/or self-contained businesses working in several locations within the community

Group Integrated – Provider Owned Business:

- This includes individuals who work individually or as a team at a single community business or industry where the Medicaid Home and Community Based Waiver provider or the ICF Day Services Provider is also the employer (i.e. issues the paycheck to the individual employee)

Facility-Based Work:

- This includes all employment services that occur in a setting where the majority of employees have a disability. These activities occur in settings where continuous job-related supports and supervision are provided to all workers with disabilities
- Examples include:
 - Sheltered workshops
 - Work activity center
 - Extended employment program

Self-Employment:

- Individuals who operate their own business with or without supports

Facility-Based Non-Work:

- This includes all services that are located in a setting where the majority of participants have a disability
- These services do not include paid employment of the participant

Community-Based Non-Work:

- This includes all services that are focused on supporting people with disabilities to access community activities in settings where most people do not have disabilities
- It does not include paid work and the individual should not be paid wages while in this service