

Name, title of individual **Dan Haun**
Policy/Program Development Interim Manager

Number: **VR-PT-15-06**
Issue date: **9/18/15**

Topic: **3.13 Self-Employment**

Subject: **Revisions to Self-Employment policy 3.13 to align with the Workforce Innovations and Opportunity Act of July 22, 2014 and to include Supported Self-Employment.**

Applies to (check all that apply):

<input checked="" type="checkbox"/>	Vocational Rehabilitation – All Staff
<input type="checkbox"/>	Vocational Rehabilitation – Executive Team
<input type="checkbox"/>	Vocational Rehabilitation - Administration
<input type="checkbox"/>	Vocational Rehabilitation – Branch Managers
<input type="checkbox"/>	Other (please specify)
<input type="checkbox"/>	Other (please specify)

Background:

All participants in vocational rehabilitation services will establish an employment goal consistent with their strengths, resources, priorities, concerns, abilities, capabilities, career interests, and informed choice. Self-employment is a means to achieve an employment goal. Self-employment is not a goal in itself.

Oregon Vocational Rehabilitation recognizes self-employment as the most viable means of promoting independence and economic self-sufficiency for many individuals with disabilities. Self-employment is not a viable option in all situations and sufficient assessment of the viability of the proposed business must show a favorable outcome for Oregon Vocational Rehabilitation to support the venture.

Oregon Vocational Rehabilitation recognizes supported self-employment as a viable means of promoting independence and economic self-sufficiency for individuals with the most significant disabilities. It is recognized that those participants, because of their disability,

need intensive supported employment and extended services in order to perform and sustain self-employment.

Oregon Vocational Rehabilitation recognizes that an individual receiving supported employment service is likely to receive support from a “team” of family members, friends, volunteers, and paid agency staff. When the participant is interested in supported self-employment, their “team” may participate in all phases of the supported self-employment process.

POLICY

Eligibility

Determination of eligibility for Oregon Vocational Rehabilitation services remains the same for individuals who express an interest in self-employment and supported self-employment as for those seeking work in traditional employment settings. It includes a review of all documentation, including but not limited to, self-reports, medical, psychological, school, or other reports as well as formal testing results that will provide a comprehensive assessment of the participant’s skills and interests.

Determine the Vocational Goal

The vocational rehabilitation counselor works with the participant to determine the vocational goal and pursue either self-employment or wage employment. The means of reaching the goal will be explored pre-plan and more formally within the plan. When determining the vocational goal and whether to pursue supported self-employment, the vocational rehabilitation counselor works with the participant and persons chosen by the participant to be on their “team”. Vocational Rehabilitation recognizes that members of this team may also participate in setting up and maintaining the business.

Method to Meet Vocational Goal

Self-employment is a method to pursue an employment outcome. Self-employment is the environment in which the participant carries out his or her employment goal. Because of the nature of this employment option, there are additional activities required in order to establish the viability of self-employment as a match to the participant’s skills and supports.

Self-Employment Criteria

Oregon Vocational Rehabilitation bases the Individualized Plan for Employment on the appropriateness of the vocational goal for the specific participant and the services

needed to reach that goal. In the case of a participant interested in self-employment and supported self-employment, the Individualized Plan for Employment begins exploring the appropriateness and viability of self-employment as a means to successfully achieve the vocational goal. If it is determined that self-employment is not viable in a particular situation, a traditional means of reaching the employment goal can be pursued. The potential business is explored to determine feasibility of the business to achieve the vocational goal.

Oregon Vocational Rehabilitation recognizes that participants requiring support for their self-employment will fall into two categories: those who plan for a small business requiring moderate resources (i.e., Supported Self-Employment); and those who plan for a very small business requiring limited start-up resources (i.e., Supported Microenterprise).

Competitive Integrated Employment for Persons Self-Employed

Competitive Integrated Employment for a person who is self-employed means work performed on a full-time or part-time basis and yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills.

Options: New Business or Overcome Barriers in Current Business

Oregon Vocational Rehabilitation recognizes that a participant pursuing employment may be interested in starting a new business. Additionally, a participant who is self-employed and experiencing difficulties maintaining his/her business due to disability-related barriers may also seek assistance.

Restrictions or Exclusions

Oregon Vocational Rehabilitation recognizes self-employment and supported self-employment or supported microenterprise, as a potential employment outcome. However, Oregon Vocational Rehabilitation does not support businesses speculative in nature, businesses organized as hobbies, franchises, or nonprofit organizations. The proposed business idea must be consistent with the community's values and sensibilities. Oregon Vocational Rehabilitation will not support a self-employment or supported self-employment venture that entails developing a business that is illegal or is involved in illegal activities under state or federal law.

References:

Discussion/Interpretation: Revision of 3.13 Self-Employment policy 3.13 released

1/1/2015.

Local/Branch Action Required: Change practices, as needed to align with revised policy.

Administrative Action Required: Post final policy on VR Website. Revise policy on release of final W.I.O.A. regulations, as needed.

Field/Stakeholder review: Public hearing held 9/4/2015

Filing Instructions: File with VR Staff Policy Manual; replace former 3.13 Self-Employment

If you have any questions about this information, contact:

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