**Ohio’s Adult Day Service Option Crosswalk**

| Service | Description | Service Provider | Employer |
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| Individual Employment Supports | Individual Employment Supports (IES) are provided in a way that matches the person’s interests, strengths, priorities and abilities, and meets their personal and career goals. The outcome of IES is to support sustained competitive, integrated employment including customized and self-employment. | Services are provided one on one  Supports a person in maintaining or advancing in current competitive employment  Promotes interactions between people with and without disabilities in an integrated setting | Abides by applicable state and federal employment and labor laws |
| Group Employment Supports | Group Employment Supports are provided in a community setting for groups of workers with disabilities who have paid employment and work experiences. The outcome of group employment supports is experience to further career development with the outcome of individual competitive, integrated employment. | Supports the person’s community employment goals  May be one larger group that separates in to many small groups at one location  May be one small group that travels to many different locations  Promotes interactions between people with and without disabilities in an integrated setting | Abides by applicable state and federal employment and labor laws |
| Career Planning | The outcome of the career planning service is the attainment of competitive, integrated employment or career advancement in a competitive, integrated job. This service is intended to be time-limited and personalized to support people in reaching their community employment goals. | Service provided one-on-one  Support a person's community employment goals  Designed to develop an individualized employment plan   Designed to gather information about a person's strengths, interests, and employment preferences  Can lead directly to individualized employment through job development  Can be provided in conjunction with other services | Abides by applicable state and federal employment and labor laws |
| Vocational Habilitation | Vocational Habilitation services are time limited and provide opportunities to learn and gain new experiences, including volunteering, in order to develop general and transferrable employment-related skills.  The outcome of vocational habilitation is the advancement of a person on his or her path to community employment and the person’s achievement of competitive integrated employment. | Supports the person’s membership in the community  Enhance general, transferrable employment-related skills  Require annual, individualized progress reports  Is a step toward employment  Can include volunteer opportunities | Cannot pay above 50% of federal minimum wage.  Main purpose is not to produce goods and products.  Abides by applicable state and federal employment and labor laws |
| Adult Day Supports | Adult Day Supports are provided in a non-residential setting that enhance skills, community membership and independence, and personal choice in order to attain or maintain maximum potential. | Supports the person’s membership in the community  Enhances opportunities for personal growth, independence, and natural supports  Can include volunteer opportunities  Can be used for when people are not at work | People should not receive payment or wages for time periods when they are receiving Adult Day Support  Abides by applicable state and federal employment and labor laws |