

Pre-Voc to Employment Transitions

Lead Agency Employment Liaison Meeting

June 4, 2026

- Cole Sorensen, E1MN Coordinator
- Kristy Howe, Employment First Lead
- Beth Grube, Benefits Planning Coordinator
- Denise Paul, Office and Administrative Assistant Senior

- Role of Prevocational Services
- Time limits to Prevocational Services
- Role of Subminimum Wages
- Best Practices

Prevocational Services Definition

Work-skills training and support services that advance people toward competitively paid employment in community jobs. Prevocational services focus on strengthening people's fundamental work skills and achieving their individualized work-skill goals through meaningful work experiences and vocational training.

[CBSM - Prevocational services](#)

Prevocational Services Overview

Prevocational services teach people essential work skills and strengthen their work capacity to meet the challenging demands of work. These services develop necessary and marketable work skills and abilities that lead to greater opportunities for competitive, community employment.

Prevocational Services Eligibility

To receive prevocational services, a person must meet the following criteria:

1. Be eligible for services through BI, CADI, CAC, DD waiver or ICF/DD.
2. Have prevocational services as an assessed need in their support plan.

Prevocational Services Covered Services

Training and support that advance people towards paid, competitive employment in the community and resume-building work experiences and establish next steps for community employment goals.

Pre-Voc services teach and support needed work skills and activities, including:

- Following work instructions, routines, and schedules.
- Increasing work-related skills, like communication, problem-solving, relationships, attendance, social skills, time management, etc.
- Work related education, training and development
- Worksite transportation, mobility and street-safety skills

Prevocational Services Not Covered

- Services covered by Vocational Rehabilitation Services, State Services for the Blind (VRS/SBB) or IDEA
- Training for a specific job
- Services beyond 3 years (with 1 additional year in certain circumstances) for anyone who started after January 11, 2021

Prevocational Services Before 1/11/2021

If the person received Pre-Voc, including through DT&H, before January 11, 2021 they can continue to receive with no time limit

Prevocational Services on or after 1/11/2021

- Limited to 3 years
- Can be extended an additional 1 year if they experience:
 - A continued need for work-skills training and development to resolve work-skill deficits or workplace conduct issues that could cost them employment at a community job.
 - A disruptive life event that significantly hinders effective implementation of prevocational services, including a change in their prevocational service provider.
 - A physical or mental health condition that significantly hinders their functioning and disrupts effective implementation of prevocational services.

What About Subminimum Wages?

Important to shift mindsets and expectations

- Pre-Voc is a training service, not employment
- Pre-Voc is not a service to provide subminimum wages
- Subminimum wages under Pre-Voc are an option to learn skills, not a long-term employment goal

Clarify and manage expectations from the start

At intake:

- Discuss purpose – to build skills for competitive integrated employment
- Discuss goal – what skills do they want to work on, what is their employment goal
- Discuss time limits – required to be time limited to 3 years, option to add another in certain circumstances
- Discuss role of subminimum wages – to build skills, not ongoing employment

At the beginning of year 2:

- Confirm progress in skill building
- Confirm employment is still the goal
- Discuss if they are ready to move to an employment service
- Discuss time limit – they have two years remaining

At the beginning of year 3:

- Confirm progress in skill building
- Confirm employment is still the goal
- Discuss if they are ready to move to an employment service
- Discuss time limit – they have one year remaining
- Discuss authorizing an employment service to be prepared for when the time limit ends

At the end of year 3:

- Explain they have reached the end of the time limit
- Discuss their employment goal and what employment services can help
- Discuss the option for an extension, if they meet the qualifications
- Discuss available wrap-around services

During year 4:

- Confirm progress in skill building
- Confirm employment is still the goal
- Discuss if they are ready to move to an employment service
- Discuss time limit – they are in the last year
- Discuss authorizing an employment service to be prepared for when the time limit ends

At the end of year 4:

- Explain they have reached the end of the time limit
- Discuss their employment goal and what employment services can help
- Discuss available wrap-around services



INFO FOR LIAISONS

Announcements

- We are looking for lead agency representative to review TA Center RFP responses
- Next meeting: August 6th 10:00-11:00
- Office hours
- Today's presentation recording will be uploaded to [Disability Hub MN - Training archive](#), link will be sent out soon

Thank You!