**Service Delivery Outcome Plan: Pre-ETS Job Shadow**

**DIVISION OF VOCATIONAL REHABILITATION (DVR)**  
**COMMUNITY REHABILITATION PROGRAM (CRP)**  
**PRE-EMPLOYMENT TRANSITION SERVICES (PRE-ETS)**

### Service Delivery Outcome Plan: Pre-ETS Job Shadow

**DVR CUSTOMER**  
**CRP CONTRACTOR**  
**CRP REPRESENTATIVE'S NAME**  
**SERVICE DELIVERY DATES**  
**STAFFING INTERVALS**

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>EXPECTED OUTCOME</th>
<th>PARTY RESPONSIBLE</th>
<th>PURCHASE AND PAYMENT CRITERIA</th>
<th>COST ($)</th>
</tr>
</thead>
</table>
|        | Pre-Employment Transition Services Job Shadow is a one to five-hour observation at a business in the community. The job shadow should be located at a business or organization not related / connected to the CRP’s own agency. | CRP Student VRC | MAXIMUM TOTAL OUTCOME FEE:  
Fee for each Job Shadow is $125 per hour for up to five hours. Maximum payment for each SDOP is $1250, based on two Job Shadow experiences. This SDOP provides for up to two (2) Job Shadow experiences at two (2) different sites for up to five (5) hours each. Contractor agrees to provide up to two Job Shadow experiences. Outcome fee paid to Contractor upon receipt of invoice and outcomes achieved as described in the Service Delivery Outcome Report (SDOR). Fee is based on direct student activities, and does not include report writing time. SDOR must be written directly to the student, and provided to both the student and DVR VRC. Report must include:  
(1) CRP Provider representative name  
(2) Dates and hours of all activities  
(3) Evidence of student skill gains in identified training areas  
(4) Specific recommendations for further student exploration and experience |   |
|        | Specific CRP services include:  
- Developing the Job Shadow site(s) based on student interests  
- Helping student prepare questions for the employer  
- Helping student plan appropriate grooming  
- Helping student plan transportation  
- Accompany student to the site(s)  
- Helping student prepare and deliver a follow-up note to the employer  
- Post-Job Shadow debriefing with student | CRP Student VRC |   |
|        | Specific areas of interest identified by **Student First Name**:  
1. Enter interest area  
2. Enter interest area  
3. Enter interest area | Student |   |
|        | Student will participate in all Job Shadow activities, and will attend all scheduled meetings. | Student | Travel time at a fixed rate of $35 per hour in quarter-hour increments if service delivery occurs more than fifty (50) miles from the contractor’s nearest staffed office location. |   |

**SDOP:** PRE-ETS JOB SHADOW  
**DSHS 11-112 (REV. 05/2020)**
DVR counselor is responsible for approving that services are consistent with the customer's vocational assessment. This includes discussing considerations for customer health and safety that may be inconsistent with certain kinds of work, and any factors that may require additional caution due to COVID-19.

CRP is responsible for ensuring that any services provided in-person include protocols for health and safety, including any protocols for minimizing the spread of COVID-19. CRP is also responsible to support the customer in understanding the health and safety risks that may be associated with the specific employment settings explored while providing services.

Customers are encouraged to speak with both CRP and DVR counselor if they have any concerns about the health and safety risks of the site where they receive services. If the customer feels unsafe, they may let their CRP or their DVR counselor know what is making them feel unsafe.

Signature by each party indicates agreement to the contents of this plan.