Mentorship Services

A Colorado Medicaid Home & Community-Based Services (HCBS) benefit

What Is Mentorship?

Mentorship is a Medicaid waiver service that promotes self-advocacy. A trained mentor supports each participant through instruction, real-life experiences, modeling, and advising — helping the individual build the skills and confidence to speak up, make informed choices, and direct their own life.

Mentorship can support participants as they:

- Interview and select their own service providers
- Understand health, safety, and rights information that affects them
- Apply for housing, set up a bank account, and manage everyday life tasks
- Participate on boards, advisory groups, committees, and commissions
- Practice self-advocacy in their day program, workplace, and community

IN OUR DAY PROGRAM

Within our day program (Supported Community Connections), mentorship adds focused one-on-one support alongside group activities — turning community outings into opportunities to practice self-advocacy, decision-making, and independence.

Mentors reinforce each participant's person-centered Support Plan goals, including community engagement, money management, safety skills, and social interactions, with coaching in real community settings.

IN SUPPORTED EMPLOYMENT

In supported employment and prevocational services, mentorship builds the self-advocacy skills that lead to work: expressing preferences, asking for accommodations, communicating with supervisors, and making informed career choices.

Mentors support participants through job exploration, certificate training, and job development activities — helping new skills carry over into real workplaces with growing independence.

Medicaid Waiver Availability

HCBS-SLS Waiver (Supported Living Services): Mentorship is an approved SLS waiver service.

HCBS-DD Waiver (Developmental Disabilities): Peer Mentorship is available as a related support for eligible members.

Authorization: Services are added through your person-centered Support Plan with your Case Management Agency (CMA).

Encouraging Development Inc. is a Program-Approved Service Agency (PASA) serving adults with intellectual and developmental disabilities under Colorado's HCBS-DD and HCBS-SLS Medicaid waivers, in accordance with Department of Health Care Policy & Financing (HCPF) standards, 10 CCR 2505-10 § 8.500, and the federal HCBS Settings Rule. All services are person-centered and delivered in integrated community settings.

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