FUNDING SYSTEM RE-DESIGN FOR EMPLOYMENT AND DAY SERVICES

Where Are We Now and How Will We Move Forward?
Individuals Served in Day Services Per Capita

Ohio #6

Individuals in Integrated Employment as a % of Individuals Receiving Day Services 2012

Ohio #17
Individuals Served in Sheltered Workshops Per Capita

Individuals Served in Integrated Employment Per Capita

CMS BULLETIN: EMPLOYMENT

- Three years ago, CMS issued guidance for employment and day services: Informational Bulletin: September 16, 2011
- Updated core service definitions
- Created new services to better reflect best practices
- Emphasized the importance of employment in the lives of people with disabilities
“Work is a fundamental life activity for adults with and without disabilities....it provides a sense of purpose, shaping who we are and how we fit into our community...”
CMS BULLETIN: EMPLOYMENT

- Emphasized the critical role of person centered planning in achieving employment outcomes

- Clarified that “pre-vocational services are not an end point, but a time limited service for the purpose of helping someone obtain competitive employment.”
• Created a new service definition for career planning that can be used for youth with disabilities, individuals seeking to transition from prevocational services who want a job that is better or more in line with their interests and talents.

• Split supported employment into two services: Individual and Small Group
  – Group supported employment is for 2-8 individuals
  – Outcome is individualized competitive, integrated employment
• Released January 2014 and took effect March 17, 2014
• Rule was developed over five years with two public comment periods
• Intended to ensure individuals receiving HCBS services under a Medicaid Waiver “have full access to the benefits of community living and the opportunity to receive services in the most integrated setting appropriate.”
• Applies to all settings where HCBS are delivered, not just to residential settings.
• Person-centered planning:
  – Not part of the transition plan; already in effect
  – Includes individualized goals and preferences related to:
    • relationships,
    • community participation,
    • employment,
    • Income and savings,
    • healthcare and wellness, education and others.
Informed Choice

- Extends beyond simply asking a person if they would like to remain in a segregated setting
- Agencies must take affirmative steps to provide information about the benefits of integrated settings;
- Facilitating visits or other experiences in such settings;
- Offering opportunities to meet with other individuals with disabilities who are living, working and receiving services in integrated settings
- Identify and addresses any concerns or objections
HCBS SETTINGS RULE

• HCBS must have all of the following qualities:
  
  ✓ Is integrated in and supports access to the greater community
  
  ✓ Provides opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources
  
  ✓ Ensures the individual receives services in the community to the same degree of access as individuals not receiving Medicaid HCBS
• Aligns Medicaid funding with recent Department of Justice actions
• Complements the Integration Mandate of the ADA
What does Integration look like?

- Community-based recreational, wellness, social, educational, cultural, and athletic activities, including community volunteer activities and training activities.
  - Volunteering
  - Interning
  - Taking a class
  - Learning about careers and interests
  - Promotes interaction with community
  - Not a disability-specific program
DODD has contracted with two policy and systems change experts, Allan I. Bergman and Lisa Mills, PhD to review current funding system for day and employment services.

This process dovetails with the CMS Transition Plan Work for HCBS Settings compliance.
FUNDING RE-ALIGNMENT PROCESS

• Researched multiple states with high performance in integrated employment and day services
• Report can be found at www.ohioemploymentfirst.org
FUNDING RE-ALIGNMENT PROCESS

- Twelve Community forum meetings held to seek input and feedback
- More than 700 stakeholders attended
- Feedback shaped the Guiding Principles for Funding System Re-design
WORKGROUP PARTICIPANTS

- Laura Zureich, Shelby/Champaign DD
- John Pekar, Fairfield/Vinton DD
- Jason Umstot, OPRA
- Chris Filler, OCALI
- Pete Moore, OACB
- Dan Ottke, OAAS/Clermont DD
- Greg Dormer, OOD
- Vic Gable, Wood DD/Ohio APSE
- David Reichert, Cuyahoga DD
- Rick Black, Butler DD
- Carmen Shelton, self-advocate
- Mary Vail, Goodwill Columbus
- Steve Koons, Cincinnati Goodwill
- Lori Horvath, Chris Miller, Clay Weidner, Greg Swart, Monty Kerr, Kristen Helling, Debbie Hoffine, DODD
WORKGROUP CHARGE

• Consider what the Ohio employment/day service array should include

• Develop recommendations for service definitions, provider qualifications and rate methodologies
WORKGROUP TIME LINE

- Eight workgroup meetings (October-February)
- 60 workgroup face-to-face hours
- Assignments between meetings
WORKGROUP APPROACH

- Service Definitions and Array
- Provider and Staff Qualifications
- Methodology for Determining Cost Per Hour of Service
- Unit Type: Time Outcome Combination
- Reimbursement Rate Methodologies
• Proposed Service Array has been developed;
• Service definitions have been drafted
• Starting to develop provider qualifications and rate methodology
• Expect to file waiver amendment with CMS by September 2015 with changes to take effect in 2016.
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## Proposed Waiver Services

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Who Am I?

Place 1:
I have a job but need support to keep it or get a better job.

Place 2:
I want to work! Help me get a job.

Place 3:
I'm not sure if I want to work, but need help to understand my options.

Place 4:
I don't think I want to work, but may need to learn more about it.
Employment Navigation

- **1:1**
- **Proposed to add to SSA Role as a function of Targeted Case Management (TCM)**
- **Assures facilitation and coordination of a seamless transition among needed employment services and supports from various systems, including education, VR, workforce development and benefits counseling**

I may want to pursue community employment, or I am already pursuing or working in community employment, and I need help to navigate systems and services available to me.
I am not in community employment and not sure I want to pursue community employment.

Informed Choice Process

- 1:1
- Abridged discovery
- Career exploration
- Informational interviews
- Time-limited
- Approximately 24-28 hours
I want to pursue community employment but I need help to identify the type of job(s), task(s), and conditions for employment that I want/need.

**Supported Employment- Individual**

- 1:1
- Supported employment assessment
- Discovery process

- Other funding source: OOD
I am seeking community employment and I have a need for immediately available, waiver-funded daytime supports that have a focus on building general skills for community employment.

Integrated Skill Building (prevocational)

- 1:2; 1:3; 1:4
- Integrated skill building
- Time-limited
I want community employment and I have a need for a comprehensive benefits analysis to move forward.

**Supported Employment- Individual**

- 1:1
- Work Incentives Benefits Counseling
- Other funding source: OOD

Place 2: I want to work! Help me get a job.
I am seeking community employment and I want and have a need for immediately available, waiver-funded daytime supports that involve paid work in regular business or industry setting for job specific skill building.

**Supported Employment - Small Group**

- 1:2, 1:3, 1:4
- Paid work experience that results in building of job specific skills
I just got community employment and my employer and I have a need for training and on-the-job support; or I just got self-employment and I need training and support to maintain the self-employment.

**Supported Employment-Individual**

- 1:1
- *Initial job training*
- Other funding source: OOD

Place 1:
I have a job but need support to keep it or get a better job.
I have community employment but I want more hours in the same job.

**Supported Employment - Individual**

- 1:1
- Job Advancement

- Other funding source: OOD (possibly)
I have community employment but my employer and I have a continued need for training and coaching so I can become more independent on the job; or I have self-employment and I have a continued need for training and coaching so I can become more independent in self-employment.

**Supported Employment-Individual**

- 1:1
- Extended Job Training/Coaching
- Other funding source: OOD
I have community employment and have maximized my ability to be independent on the job but I still have a need for personal assistance or personal care while at work.

**Workplace Personal Assistance**

- 1:1

- **Other funding sources:**
  - Social Security PCA Program
  - OOD
I want and have a need for waiver-funded daytime supports to help me have an integrated life during the hours I am not working, while I am pursuing CE, or if I have made an informed choice not to pursue CE at this time.

**Integrated Community Supports**

- 1:2, 1:3, 1:4
- Wrap-around supports
NEXT STEPS

• Workgroup meets again later this month and then twice in January and February

• Analyze data from EF Outcome Tracking System to determine how current acuity tool indicates level of support

• Finalize definitions, provider qualifications

• Finalize rate methodologies and explore side-by-side funding pilot options