HCBS Waiver Redesign
Adult Day and Employment Services

August 9, 2016
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Division of Policy and Strategic Direction
Priorities

Person-Centered Planning

Community Membership

Community Employment
Targets

- Stronger Connections
- Better Benefits
- Improved Health
- Enhanced Quality of Life
- Increased Self-Esteem
- Expand Natural Supports
- Develop abilities
Strategic Plan

EMPOWER STAKEHOLDERS
ALIGN POLICIES
ENHANCE SUPPORTS

PROVIDER CAPACITY
ENGAGE BUSINESSES
MEASURE SUCCESS
Proposed Adult Day and Employment Services

Target: November 2016

- Adult Day Support
  5123: 2-9-17
- Vocational Habilitation
  5123: 2-9-14
- Career Planning
  5123: 2-9-13
- Group Employment Supports
  5123: 2-9-16
- Individual Employment Supports
  5123: 2-9-15
- Non-Medical Transportation
  5123: 2-9-18

SSA: TCM Employment Navigation Training
Proposed- Vocational Habilitation
5123: 2-9-14

Rate Modifications:
Behavior Support
Medical
Community Integration

Modified

No change in base rate, include rate modifications

Clear outcome statement and expected activities

Flexibility of staff-factor in needs of person, setting, and outcomes

Must comply w/HCBS Settings Rule
Proposed- Vocational Habilitation 5123: 2-9-14

• Divided in 6 sections
  – (A) Purpose
  – (B) Definitions
  – (C) Provider Qualifications
  – (D) Requirements for service delivery
  – (E) Documentation of Services
  – (F) Payment Standards
Proposed- Vocational Habilitation 5123: 2-9-14

• Purpose
  – Define vocational habilitation
  – Set forth provider qualifications, requirements for service delivery, documentation, and payment standards for service
  – Outlines outcome of vocational habilitation service
What is Vocational Habilitation?

• Service that provides opportunities to learn and gain experiences, including volunteering, to develop general and transferrable employment related skills that lead to competitive, integrated employment.
• Personalized
• Time limited (outlined in person-centered plan)
• Service typically occurs in groups. Groups can be no larger than 16
• Can be provided in conjunction with other services
• Services are not limited to Monday-Friday during normal business hours
Proposed- Vocational Habilitation 5123: 2-9-14

• Outcome

The expected outcome of vocational habilitation is the advancement of an individual on his or her path to community employment and the individual’s achievement of competitive integrated employment in a job well-matched to the individual’s interests, strengths, priorities, and abilities.
Competitive Integrated Employment

means work (including self-employment) that is performed on a full-time or part-time basis:

For which an individual is:

- **Compensated:**
  - At a rate that shall be not less than the higher of the rate specified in the Fair Labor Standards Act of 1938, 29 U.S.C. 206(a)(1), as in effect on the effective date of this rule, or the rate specified in the applicable state or local minimum wage law and is not less than the customary rate paid by the employer for the same or similar work performed by other employees who do not have disabilities, and who are in similar occupations by the same employer and who have similar training, experience, and skills; or
  - In the case of an individual who is self-employed, yields an income that is comparable to the income received by persons without disabilities, who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and

- **Eligible for the level of benefits provided to other employees**

- **At a location where the individual interacts with persons without disabilities to the same extent as employees who are not receiving home and community-based services**

- **As appropriate, presents opportunities for advancement that are similar to those for persons without disabilities who have similar positions.**
It is not performed in:

- Dispersed enclaves in which individuals work in a self-contained unit within a company or service site in the community or perform multiple jobs in the company, but are not integrated with non-disabled employees of the company; or

- Mobile work crews comprised solely of individuals operating as distinct unit and/or self-contained business working in several locations within the community; and
Activities included Vocational Habilitation

Activities to building general work skills

Learning and work experiences, including volunteer work

Training to build problem solving skills

Assisting an individual to develop skills to build natural supports at work

Developing systematic plan of instruction
Activities included Vocational Habilitation

- Training to understand job related expectations
- Helping an individual connect to natural supports and community resources
- Training regarding personal hygiene and social skills
- Training to increase self-determination
- Assist with self-medication or medication administration
- Develop and implement plan to transition from vocational habilitation service to competitive integrated employment
- Assist with self-medication or medication administration
Activities included Vocational Habilitation

Examples of General Work Skills

- Learn to communicate effectively with supervisors, coworkers, customers
- Community workplace conduct
- Following dress code
- Following directions
- Ability to attend to tasks
- Workplace problem solving and strategies
- Workplace safety
- Mobility training
DODD Website - Rules under Development

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx
Provider Qualifications

• Agency

• Complete and submit application

• Direct service staff requirements (see rule)
  – Complete orientation program of at least 8 hours, no late than ninety days after hire
    • Must include the expectation that the vocational habilitation service will eventually lead to competitive integrated employment
  – First year of employment- assign a mentor (except someone with one year of experience providing voc.hab at time of hire)
  – 8 hours of yearly training
  – Specific on-the-job training specific to each individual served
  – Written training plan
Provider Qualifications

**Ensure to read rule to follow all provider qualification requirements**

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx **
Requirements for Service Delivery

• Expected Outcome- The advancement of an individual on his or her path to community employment and the individual’s achievement of competitive integrated employment in a job well-matched to the individual’s interests, strengths, priorities, and abilities

• Only available to individuals who are no longer eligible for educational services based on graduation and/or receipt of diploma or equivalent certificate

• Based on person centered plan

• If receiving this service, plan shall include community employment outcomes

• Shall take place in a non-residential setting separate from any individual’s home
Requirements for Service Delivery

- Complete reports and collect data via the department’s employment tracking system

- SSA maintain documentation that this service (individuals enrolled in a waiver) is not otherwise available through VR

- If paid in this service, must be compensated according to federal and state laws and regulations.
  - If determined to be eligible for special minimum wage rates must follow Employment of Workers with Disabilities Under Special Certificates, and shall be based on documented evaluations and assessments

- Ensure staff are knowledgeable in benefits, work incentives, and employer tax credits

**Ensure to read rule for all service delivery requirements. http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx**
Documentation Requirements

Visit the link below for all documentation requirements:

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx
Payment Standards

Visit the link below for all payment standards:

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx

• Shall bill daily unit if providing between 5-7 hours of service in one calendar day and the individual does not qualify for behavior support and medical assistance rate modification
Payment Standards

Visit the link below for all payment standards:

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx

15 minute billing units may be used:

• If provider delivers less than 5 hours or more than 7 hours in one calendar day
• Individual served qualifies for behavior support or medical assistance rate modification
• Provider qualifies for and elects to receive community integration rate modification
Proposed Rate Modifications

Rate modifications apply to this service

- Behavior Support Rate Modification (.63)
- Medical Assistance Rate Modification (.12)
- Community Integration (.52)

See proposed rule at [http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx](http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx) for outlined criteria for behavior support and medical assistance rate modification

Community Integration rate modification

- Provided in integrated setting
- Group of 4 or fewer
- Staff providing the service has demonstrated competency by completing department-administered program of instruction
Proposed General Requirements
5123: 2-9-19 AAI Budget Limitations

Increase AAI budget limitation- 260 days of service

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Apply to adult day, career planning, group employment supports, individual employment supports, and vocational habilitation
Impact

• PCW
• MSS/PAWS
• MBS
• IDS
• Data Warehouse
• EF Outcome Tracking System
Training on Services and Applications

- Materials
- Webinars
- Live Chats
Webinars-
Service Rules

- September 7
- October 18
- November 14

Visit [www.loopohio.org](http://www.loopohio.org) for more information
Next Steps

- Waiver and Rule approval
- Internal Systems Modification
- Training and guidance
For general questions about the proposed rule changes, please email employmentfirst@dodd.ohio.gov or call (614) 466-6612