



**Ohio's Employment First Funding Re-design Work Group**  
**Monday November 10, 2014**  
**Time: 9:00a to 4:00p**

**Facilitators:** Allan I. Bergman and Lisa Mills, PhD

**Attendance:** Greg Dormer (OOD), Kristen Helling (DODD), Carmen Shelton (Advocate), Debbie Hoffine (DODD), Lori Horvath (DODD), Dan Ottke (Clermont DD/OAAS), Vic Gable (Wood DD/APSE), Clay Weidner (DODD), Mary Vail (Goodwill Columbus), Steve Koons (Goodwill Cincinnati), Dave Reichert (Cuyahoga DD), Rick Black (Butler DD), Laura Zureich (Champaign/Shelby DD), Stacy Collins (DODD), Chris Filler (OCALI), Jason Umstot (OPRA), Joe Kowalski (DODD), Greg Swart (DODD), John Pekar (Fairfield/Vinton DD), Pete Moore (OACB), Christina Miller (DODD)

**Not present:** Monty Kerr (DODD)

**I. Review of Meeting Minutes and Guiding Principles**

- a. 10-30-14 minutes were approved as presented.
- b. Guiding Principles were approved as presented.

**II. Review and Discussion- 1st Draft Supported Employment- Individual Employment Supports- All work group members reviewed the proposed definition.**

**a. Feedback:**

- We should work to reduce the amount of duplication between service definitions (see attachment "current and proposed waiver services").
- Payment method should incentivize providers to support individuals to move along the Path to Employment.
- We need to strengthen the language to demonstrate a strong commitment to career development/career advancement.
- Career Exploration should be included in the Informed Choice process. Discussions centered on if the informed choice process should be provided under the Employment Navigator (EN) service.
- The target of our work is to ensure individuals have the services available that support their employment outcomes.
- Further clarity of the service definitions should be captured in the administrative rules.
- Add statement into administrative rule to ensure assessment and service information is shared between funding sources to reduce duplication.
- Training will be critical to ensure the service options are not seen as a continuum but flexible to each individual's place on the path to employment and their targeted employment outcome.

- Under Service Limitations where it reads, *“The service does not include supporting paid employment in sheltered workshops or similar facility-based settings, or in a business enterprise owned by a provider of this service,”* add a free-choice-of-provider provision so individuals taking jobs where a service provider is the employer have ability to choose/change their employment support provider without this causing them to lose their job.
- Evaluate the addition of a provider qualification regarding collaboration and coordination pertaining to job development and employer engagement.
- Rephrase the use of Start Up under the title, *“Job Development or Self-Employment Start Up”* to clarify that Medicaid funds cannot be used to defray capital expenses
- Further clarify the exception policy that was referenced under Job Coaching. This will be addressed when we discuss rates. This paragraph will need to reflect final decisions on reimbursement methodology by the workgroup.
- Last paragraph on first page, add and may include *any of the following*:

**b. Discussion:**

- The work group discussed the need to develop a service matrix outlining the proposed activities as they relate to the proposed waiver service definition categories. The group developed an initial matrix. See below.

Activity	Employment Navigation	Integrated Path to Employment (prevoc)	SE- Small Group	SE- Individual (1:1)	OOD
Coordination of progress on path to employment and access to services	X				X
Conflict-free informed choice	X				
Skill building before and during job search (small group; non-job specific)		X			
Skill building post job development (small group; non-job specific)		X			
Skill building before and during job search (small group; job-specific)			X		
Assessment/discovery				X	X
Employment or self-employment planning				X	X
Job placement				X	X
Job training/coaching				X	X
Skill building before and during job search (1:1; job-specific)				X	X
Career Advancement				X	X
Benefits Planning/Support					X

**III. Review and Discussion- 1st Draft Supported Employment-Small Group- All work group members reviewed the proposed definitions.**

**a. Feedback:**

- Group size maximum: the group debated this question and arrived at 4 as the maximum to recommend to DODD.
- 24 month time limit, unless someone is pursuing or participating in individualized integrated employment at competitive wage with supports (if needed) through waiver-funded Supported Employment Individual, locally funded Supported Employment Individual or Supported Employment services funded through Opportunities for Ohioans with Disabilities.
- Ensure the administrative rule defines not only ratio but approved sites.
- The service definition needs additional development. Ensure to include activities covered under this service.
- Ensure all service definitions use the same language when referencing exclusions. (Last two paragraphs of initial definition). This is consistent with CMS guidance.

**b. Discussion:**

- The consensus was that supported employment small group should be a service option, as long as: clear goals are identified; the service is time-limited; and is only provided beyond the time limit as a wrap-a-round service to individualized supported employment services which could be funded by the waiver, counties or OOD.

**IV. Larger Discussion:**

- a. OOD/DODD currently has in place two Memorandums of Understanding (MOUs). The work group asked that MOUs incorporate further clarification on how the two agencies will collaborate within the service array and during an individual's Path to Employment.
- b. An alternative approach was presented, *Community Integrated Supports- Funding Redesign Pilot Proposal*. The target of this presentation was an alternative approach to Self-Determination and generating individual budgets. The group engaged in discussion regarding this proposal and it was decided that a pilot is out of the scope of this group. Suggested proposal be re-worked so that it clearly addresses Employment First policy goals.

**V. Rate Methodology:**

**a. Feedback/Discussion**

- Acuity has to be included in our rate methodology.
- We will review data during next meeting.
- The following data will be made available:
  1. A comparison will be made between entries currently in the Employment First Outcome Tracking System (hours worked) and

compared to AAI score and waiver utilization for Supported Employment Community and Supported Employment Enclave.

2. Wood, Clermont, and Butler will pull local data comparing AAI score, waiver utilization, and hours worked.

**VI. Homework:**

- a. Develop a visual representation of the proposed service array to give to work group members at the next meeting.
- b. Allan will share his benefits worksheet with the work group.
- c. Suggested provider qualifications will be provided for the work group to review during the next meeting.
- d. Look at current AAI, Level of Care and DDP and be prepared to discuss pros and cons of each of these tools in assessing level of need for participation in individualized supported employment. These will be distributed out to work group members.

**VII. Upcoming Meetings:**

- a. Monday, November 24<sup>th</sup> at the CDC from 9:00 am to 4:00 pm.
- b. Wednesday, December 17<sup>th</sup> at Fairfield County DD, Pickerington Regional Office, from 9:00 am – 4:00 pm.