Ohio’s Adult Day Services
Funding System Redesign
October 13, 2015
Context

- Whole life, whole day – work as an anchor
- Family (as the person defines it)
- Person-centered plan
- Individualized supports, not programs
SELN “High Performing States” Framework
Employment First in Ohio
Policy & Goals

- Community employment shall be the **priority** and the **preferred outcome** for working-age Ohioans with disabilities.

- **Employment services** for individuals with developmental disabilities be directed at **community employment** and that individuals with developmental disabilities are **presumed capable of community employment**.
Employment First in Ohio
Policy & Goals

- 100% of working age adults have employment addressed in their person-centered ISPs
  - Place on path to community employment
  - Related outcomes and “activities”
- 50% of working age adults are employed* by 2024
  - Average of 20 hours/week
  - Minimum wage or higher
NCI (Places 2-4) Outcome Data

Would Like to Have a Paid Job in the Community

The proportion of people who do not have a job in the community but would like to have one.
NCI Outcome Data

Community Employment a Goal in Service Plan
The proportion of people who have a goal of integrated employment in their individualized service plan.

![Graph showing the percentage of people with a goal of integrated employment from 2008-09 to 2013-14. The percentage increases from 21% in 2008-09 to 31% in 2013-14.](image)
Integrated Employment Among HCBS Enrollees
Outcome Data (UMASS Calculation)

2015

Integrated Employment 26%

Other 74%

Integrated Employment
Other
HCBS Day Services
Outcome Data

<table>
<thead>
<tr>
<th>Year</th>
<th>Integrated Employment</th>
<th>Voc Hab</th>
<th>Day Supports</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>7609</td>
<td>16280</td>
<td>7607</td>
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<tr>
<td>2014</td>
<td>7729</td>
<td>16959</td>
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<tr>
<td>2015</td>
<td>8371</td>
<td>17336</td>
<td>6783</td>
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</table>
Employment First Outcome Tracking
Outcome Data

- Average hours worked per week: 19
- Average hourly wage: $8.60
OOD Partnership
Interagency Collaboration – Outcome Data

- 25 VR Counselors
- 50 – 60 people/caseload
- 2,623 served since September 2013
- 488 Job Placements
- 325 Successfully Rehabilitated
- Average hours worked per week: 20
- Average hourly wage: $8.46
Funding System Redesign - Feedback

- Too much, too fast!
- Not enough, too slow!
- More qualified professionals!
- Use existing workforce!
- Eight is too small!
- Four is too big!

- Buildings!
- No buildings!
- Pay for outcomes!
- Keep it simple!
- Be flexible!
- Tell us what to do!
Balancing Systems Change & System “Bandwidth"

- Focus on people, not programs
- Keep it simple
- Be as flexible as possible
- Build a bridge
  - Acuities
  - Staff Qualifications
  - Group Sizes
  - NMT
- Incentivize the new
Context – SSA Rule

Person Centered Plan includes services and supports that:

- Assist the individual to engage in meaningful and productive activities.
- Support community connections and networking...
- Assist the individual to improve self-advocacy skills and increase opportunities to participate in advocacy activities...
- Ensure achievement of outcomes that are important to the individual and outcomes that are important for the individual...
Adult Day Supports Financing

- **Outcome:** greater levels of independence, community membership, relationship-building, self-direction, and self-advocacy
- **Group size/staffing - flexibility**
- **Setting –** must comply with HCBS Settings Rule (See Remediation Plan Template)
- **Rate Modifications (no change in base rate)**
  - Behavior – same as HPC
  - Medical – same as HPC
  - Community Integration – same as HPC (max 1:4, in the community, DODD training)
Adult Day Supports - Considerations

- Are there outcomes in the plan?
  - Important to and important for
  - Meaningful and productive activities – “presence and participation”
  - Community connections and networking
  - Self-advocacy skills and increase... opportunities to participate in advocacy activities

- Where are they on the path to community employment – is community employment addressed in their ISP?

- Is add-on warranted?
  - Assessments or amendments needed?
  - Staff training?
  - 1:4? Community?

- Changes to business model, staffing patterns, etc.?

- Changes to service delivery setting?
Adult Day Supports
Service Innovation – Training & TA

- Integrated Community Supports Pilots & COP
- PSG Pilot
- RFP for “Community Life Engagement” training
Vocational Habilitation Financing

- Outcome: the advancement of an individual on his or her path to community employment and the individual's achievement of competitive, integrated employment
- Group size/staffing – flexibility
- Setting – must comply with HCBS Settings Rule (See Remediation Plan Template)
- WIOA (July 22, 2016)
- Rate Modifications (no change in base rate)
  - Behavior – same as HPC
  - Medical – same as HPC
  - Community Integration – same as HPC (max 1:4, in the community, DODD training)
Vocational Habilitation - Considerations

- Where are they on the path to community employment – is community employment addressed in their ISP?
- Do they have outcomes in their plan?
- Are time-limits for voc hab addressed in the ISP?
- Is add-on warranted?
  - Assessments or amendments needed?
  - Staff training?
  - 1:4? Community?
- Changes to business model, staffing patterns, etc.?
- Changes to service delivery setting?
- Work experiences for those under 24 (WIOA – Section 511)?
Vocational Habilitation
Service Innovation – Training & TA

- System Transformation Pilots & COP
- Supported Employment Web Course (or other certification APSE, ACRE, etc.)
- Customized Employment Guide:
  http://www.ocali.org/project/customized_employment_guide
Group Employment Support Financing

- Outcome: sustained paid employment and work experience leading to further career development and individual integrated community-based employment
- Group size/staffing – flexibility
- Staff training expectation
- Setting – must comply with HCBS Settings Rule (See Remediation Plan Template)
- WIOA (July 22, 2016)
- Rate Modifications (no change in base rate)
  - Behavior – same as HPC
  - Medical – same as HPC
Group Employment Support - Considerations

- Where are they on the path to community employment – is community employment addressed in their ISP?
- Do they have outcomes in their plan?
- Have staff completed Supported Employment Web course or other training (i.e., CPSE, ACRE, etc.)?
- Is add-on warranted?
  - Assessments or amendments needed?
  - Staff training?
- Changes to business model, staffing patterns, etc.?
- Changes to service delivery setting?
- Work experiences for those under 24 (WIOA – Section 511)?
Group Employment Support
Service Innovation – Training & TA

- System Transformation Pilots & COP
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- Customized Employment Guide: http://www.ocali.org/project/customized_employment_guide
Career Planning – NEW SERVICE
Financing

- Outcome: attainment of competitive integrated employment, self-employment, and/or career advancement
- 1:1
- Everything BEFORE employment
  - Discovery
  - Job Development
  - Etc.
- Rate = SELF Integrated Employment - Initial
- Outside AAI Cap
- Outcomes and 15 minute billing units
- Staff training expectations
- Also when someone has a job and wants a different/better job
- Rate Modifications
  - Behavior – same as HPC
  - Medical – same as HPC
Career Planning - Considerations

- If someone is currently receiving “Supported Employment Community” or “Integrated Employment” and does NOT have a job and/or are receiving services to get a better one (i.e., they are in job development, etc.) they will need to move into this service.

- Where are they on the path to community employment – is community employment addressed in their ISP?

- Do they have outcomes in their plan?

- Are time limits/expectations outlined in plan?

- Have staff completed Supported Employment Web course or other training (i.e., CPSE, ACRE, etc.)?

- Is add-on warranted?
  - Assessments or amendments needed?
  - Staff training?

- Changes to business model, staffing patterns, etc.?

- Changes to service delivery setting?

- OOD?

- Data collection
Career Planning
Service Innovation – Training & TA

- System Transformation Pilots & COP
- Supported Employment Web Course (or other certification APSE, ACRE, etc.)
- Customized Employment Guide:
  http://www.ocali.org/project/customized_employment_guide
Individual Employment Support

Financing

- Outcome: sustained paid employment (including self-employment) at or above minimum wage in an integrated setting in a job that is well-matched to the individual’s interests, strengths, priorities, and abilities, and that meets the individual’s personal and career goals.

- 1:1

- Everything AFTER employment
  - Job Coaching
  - Follow Along
  - Etc.

- Rate = SELF Integrated Employment – Retention

- Outside AAI Cap

- Staff training expectation

- Rate Modifications
  - Behavior – same as HPC
  - Medical – same as HPC
Individual Employment Support - Considerations

- If someone is currently receiving “Supported Employment Community” or “Integrated Employment” and has a job (i.e., is getting job coaching) this is the service.
- Where are they on the path to community employment – is community employment addressed in their ISP?
- Do they have outcomes in their plan?
- Have staff completed Supported Employment Web course or other training (i.e., CPSE, ACRE, etc.)?
- Is add-on warranted?
  - Assessments or amendments needed?
  - Staff training?
- Changes to business model, staffing patterns, etc.?
- Changes to service delivery setting?
- Data collection
Individual Employment Support
Service Innovation – Training & TA

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Next Steps

- 5123:2-9-19
- CMS
- Clearance
- IT Work
- Communication and Logistical guidance for field (i.e., how to phase in new services)
- RFP for “Community Life Engagement” Training
- Expansion of PSG Pilot
- Continuation of System Transformation Pilots & COP
- ICF Employment/Community Supports Pilots
- Integrated Community Supports Pilots & COP
- Implementation of WIOA
- Data Collection
SELN “High Performing States” Framework