

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

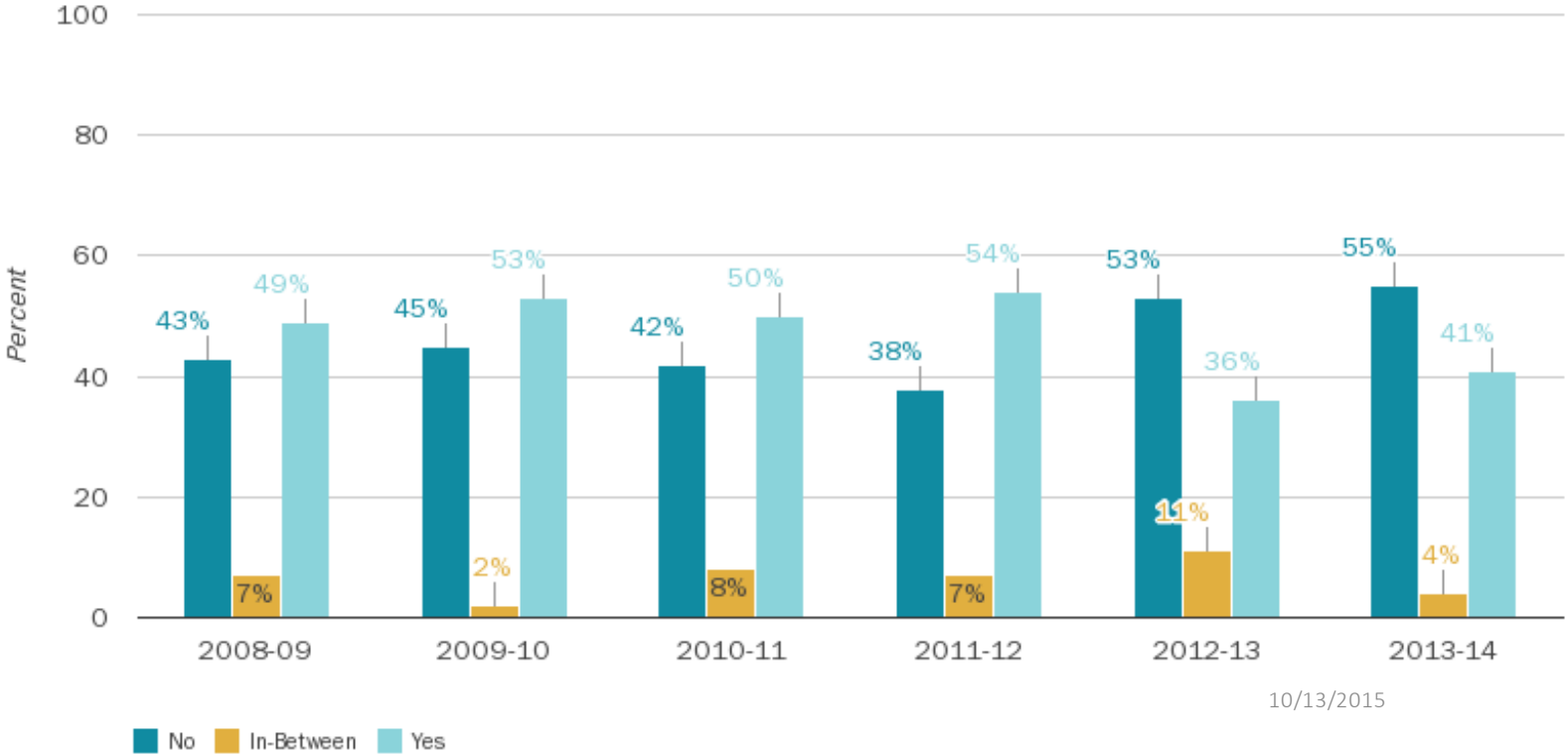
Employment First in Ohio Policy & Goals

- ▶ 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.

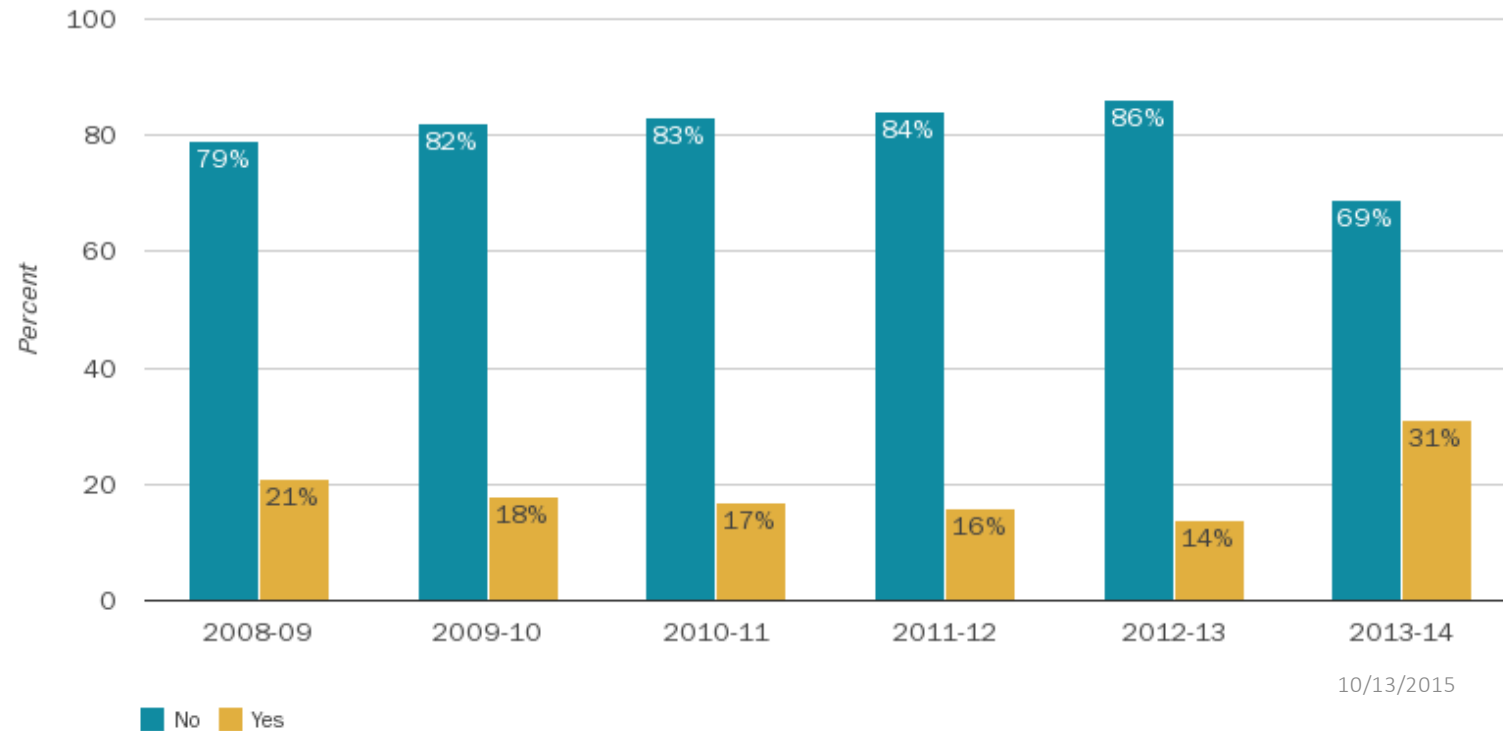


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NCI Outcome Data

Community Employment a Goal in Service Plan

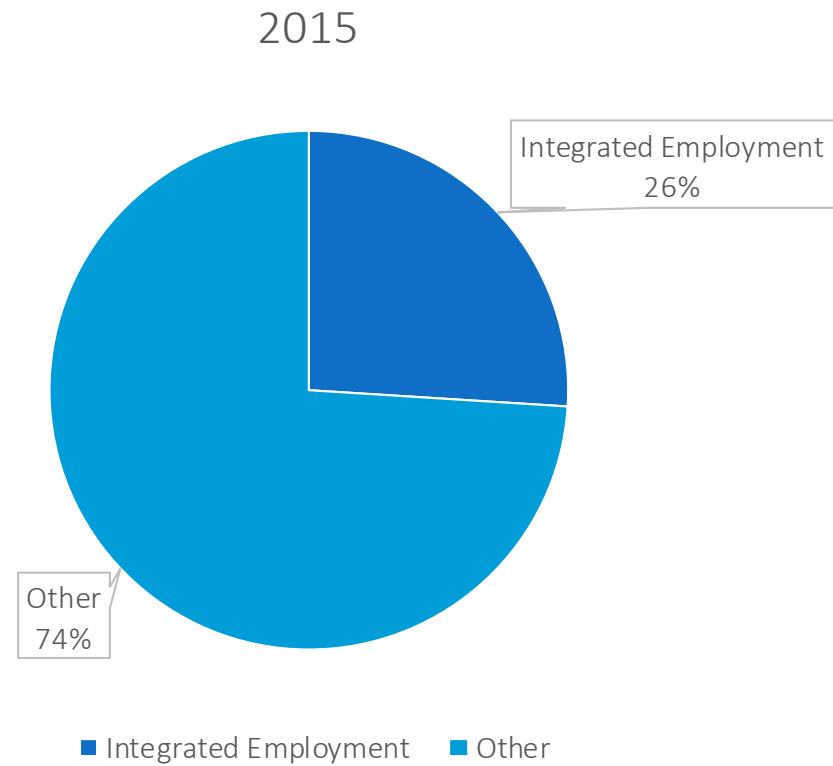
The proportion of people who have a goal of integrated employment in their individualized service plan.



10/13/2015

Integrated Employment Among HCBS Enrollees

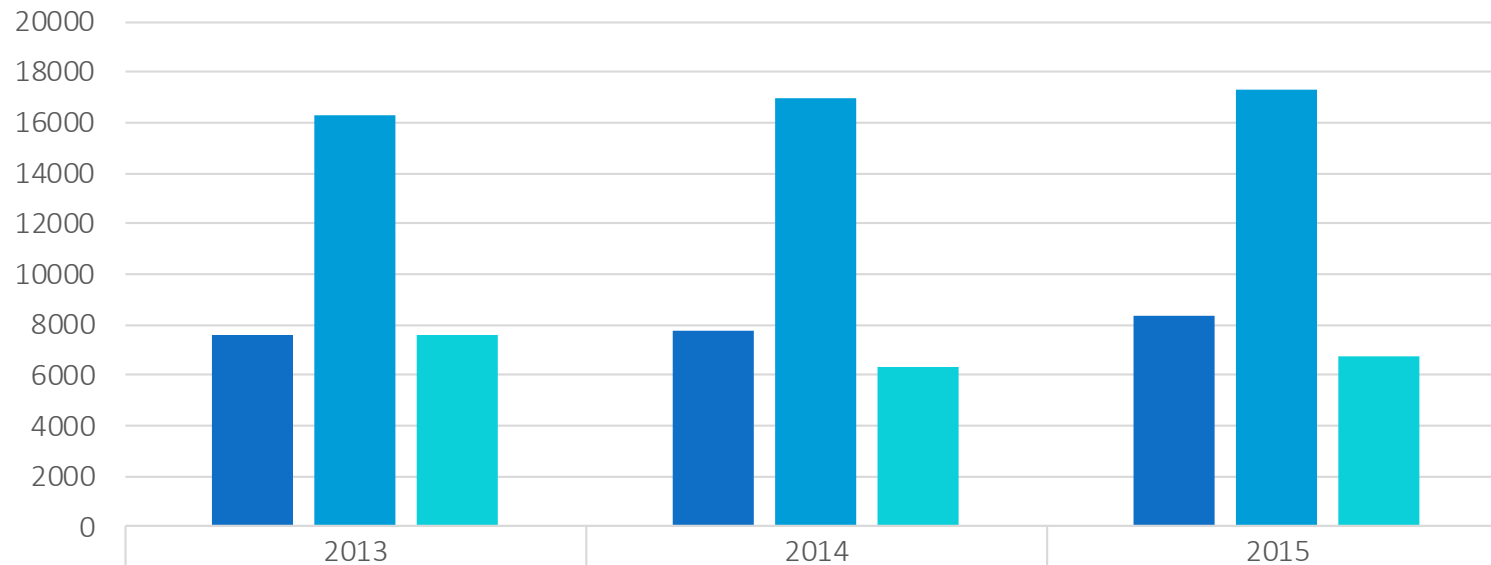
Outcome Data (UMASS Calculation)



10/13/2015

8

HCBS Day Services Outcome Data



■ Integrated Employment	7609	7729	8371
■ Voc Hab	16280	16959	17336
■ Day Supports	7607	6322	6783

■ Integrated Employment ■ Voc Hab ■ Day Supports

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!
- ▶ Buildings!
- ▶ No buildings!
- ▶ Pay for outcomes!
- ▶ Keep it simple!
- ▶ Eight is too small!
- ▶ Four is too big!
- ▶ 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
 - ▶ Acuties
 - ▶ 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
- ▶ http://www.ohioemploymentfirst.org/view.php?nav_id=105

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
- ▶ Supported Employment Web Course (or other certification APSE, ACRE, etc.)
- ▶ Customized Employment Guide:
http://www.ocali.org/project/customized_employment_guide
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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
- ▶ http://www.ohioemploymentfirst.org/view.php?nav_id=105

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

- ▶ System Transformation Pilots & COP
- ▶ Supported Employment Web Course (or other certification APSE, ACRE, etc.)
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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

