

Leadership Network

Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities

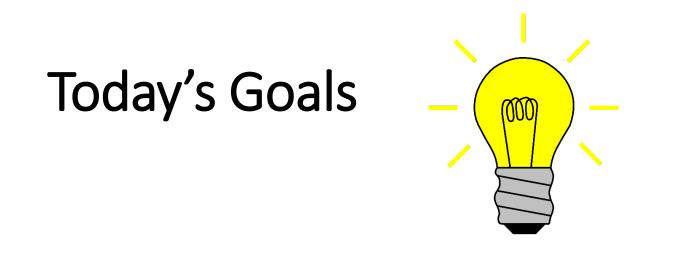


Moving Mountains One Service at a Time June 22, 2016

Association for Persons Supporting EmploymentFirst (APSE)

Session Housekeeping





- Inform: Gathering feedback and responding
- Build Awareness: Variety in current activities around the country
- Promote Discussion: Connecting with this work beyond today's session

Who you will hear from today

State Colleagues:

- Duane Shumate, Missouri
- Stacy Collins, Ohio
- Cindy Thomas, Massachusetts

Project Team:

- Suzzanne Freeze, ICI
- Allison Hall, ICI
- Barbara Brent, NASDDDS

What is the... SELN

"Determine that the thing can and shall be done, and then we shall find the way." –Abraham Lincoln

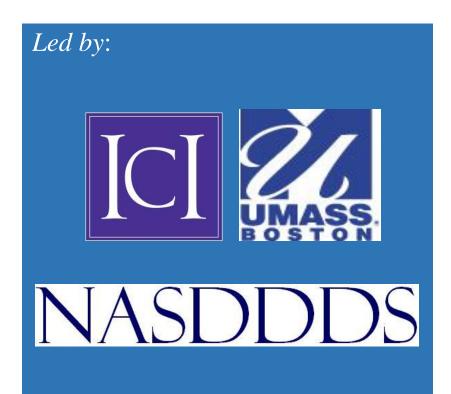


State Employment Leadership Network

Launched in 2006

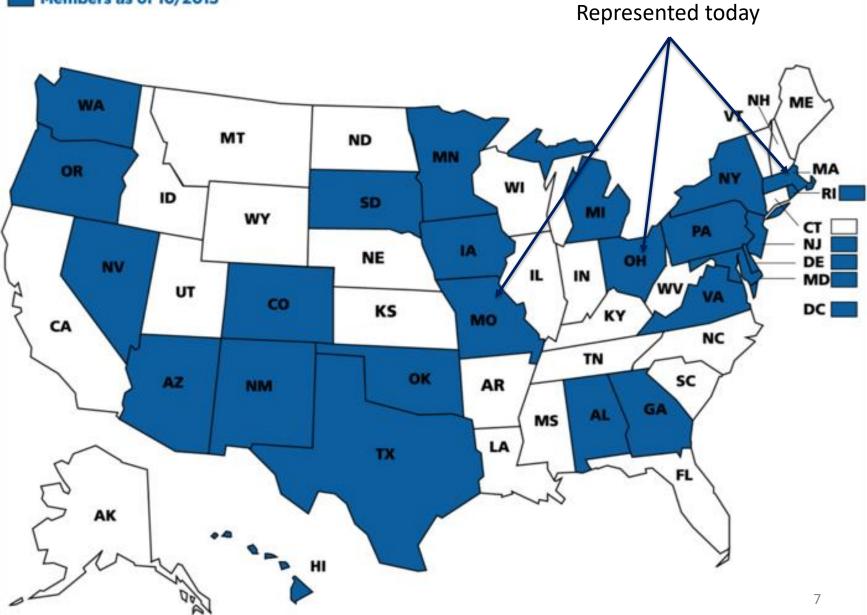
Multi-state learning community

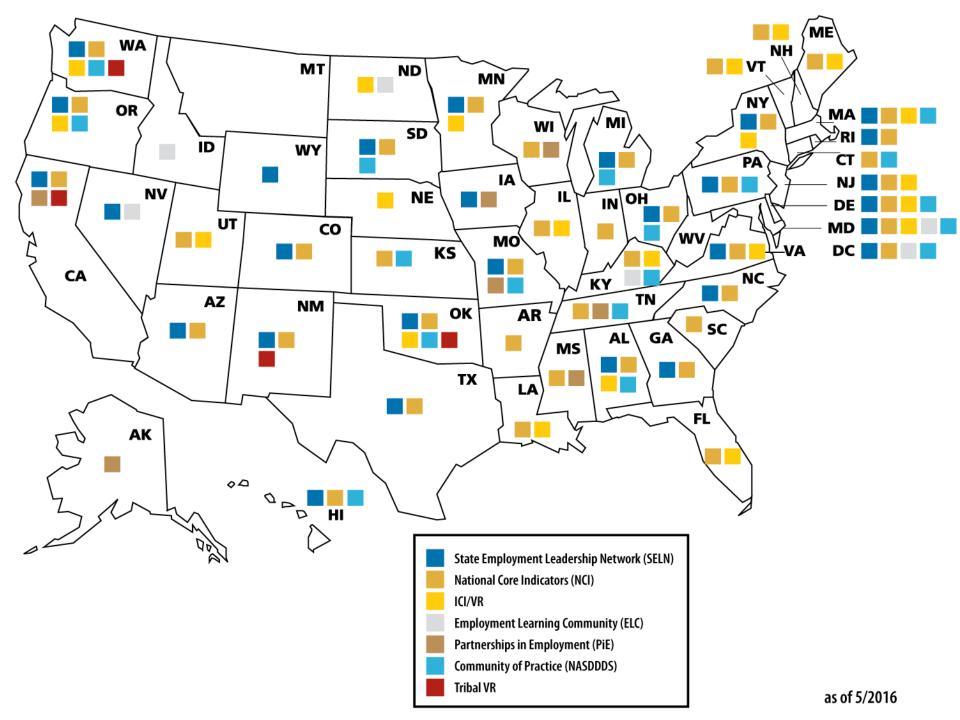
Improving competitive, integrated employment outcomes



SELN Member States

Members as of 10/2015





Network Activities

- State-focused technical assistance
- Network-wide discussions and events
- Policy analysis
- Topical research

- Topic-focused groups
- Competency-building activities
- Data support and analysis
- Hub online community

The purpose of the SELN is to establish a learning community of states interested in improving employment outcomes for persons with developmental disabilities, support the development of employment policy and strategy, and increase the number of individuals with developmental disabilities working in the general workforce

What is the... RRTC?

Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities



Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities

A project of

at the Institute for Community Inclusion, UMass Boston

ROSTO

RRTC on Advancing Employment for Individuals with IDD



- Individual and family knowledge & engagement
- □ Effective employment supports
- Organizational change for community rehabilitation providers
- □ State-level policy and strategy

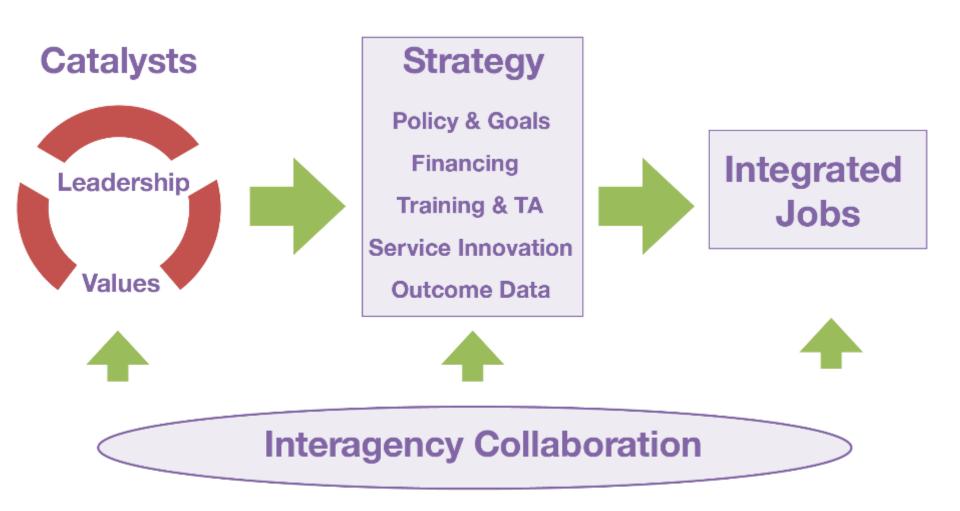
What we know...

- Systems coordination matters
 - Vocational Rehabilitation
 - -Intellectual and Developmental Disability
 - Education
- Expansion of Employment First policies
 - -44 states with initiatives
 - -32 states with policy or directive

What we know...

- Policy change does not guarantee more will be employed
- For change to be sustainable...
 - it must be occur within a comprehensive approach, and
 - we know many of the elements that must be included

High-Performing Framework



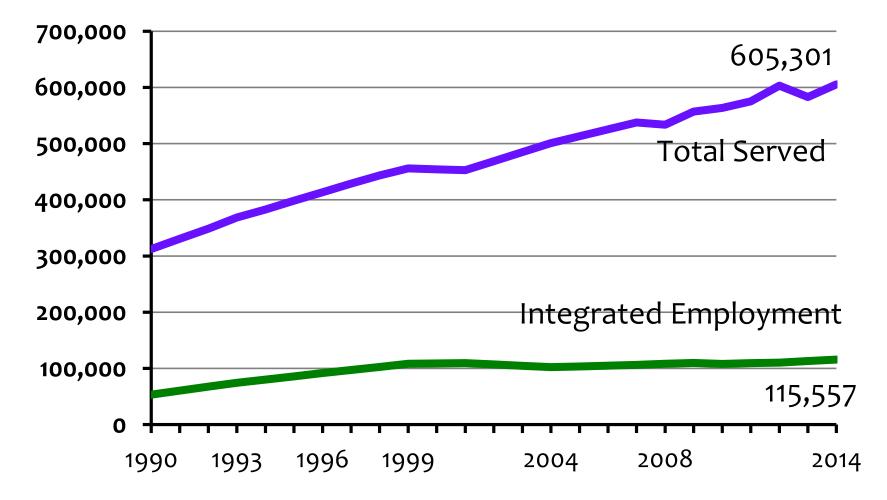
Hall et al (2007)

RRTC's Policy Goals

- Understand the key pieces of high performing *cross-agency* employment service systems.
- □Support systems to intentionally align practices with a priority for employment.
- □ Bring components to scale.

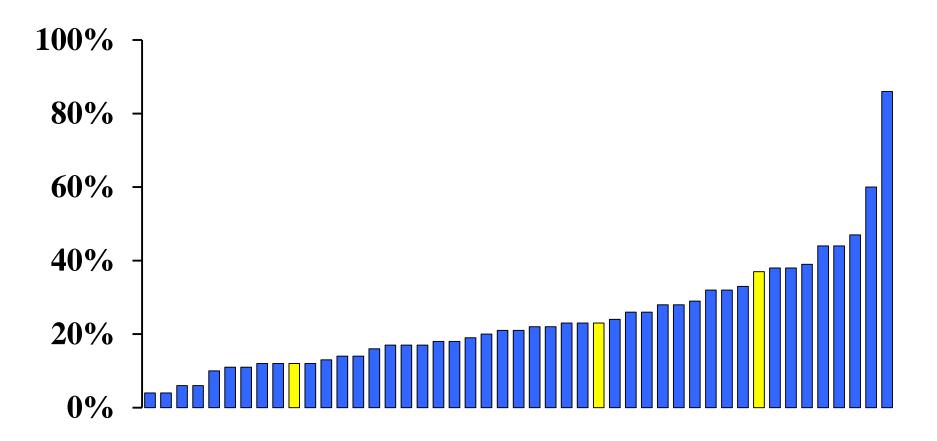
Employment and Day Supports IDD Agencies: Nation

teData.info



Source: ICI National Survey of State IDD Agencies 2014

Participation in integrated employment services varies widely



Source: ICI National Survey of State IDD Agencies 2014

Additional Themes, or Late-Breaking News and Notes to Keep in Mind

Rehabilitation Research and Training Center on Advancing Employment for Individuals with Intellectual and Developmental Disabilities

A project of



Duane Shumate

Director of Youth Transition/Employment

Missouri Department of Mental Health -Division of Developmental Disabilities

Discussion 1

What changes are states making to intellectual and developmental disability (IDD) agency policy and strategy in relationship to the Olmstead decision and the Workforce Innovation and Opportunity Act (WIOA)?

Missouri

<u>Strategy 1 - Outreach:</u>

- Message on Employment and Community Life Engagement:
 - ✓ Fundamental part of everyone's life
 - Promotes self-identity, self-confidence, self-determination and self-sufficiency
 - \checkmark Better physical and mental health
 - ✓ Everyone can succeed
 - ✓ You CAN earn income and develop financial assets

Outreach

Families and Individuals

Community Transition Teams

Business Organizations

Tip Sheets

Newsletters and Dashboard Reports

Missouri

Strategy 2- Capacity Building:

- Support plans will reflect individual choices, interests, needs and desires in the following areas:
 - Career Planning
 - Financial Literacy
 - Community Life Engagement
- Individuals will access high quality, efficient and effective services
 - Career and Life Planning
 - Skill Development
 - Community Development
 - Person Centered Support

Capacity Building

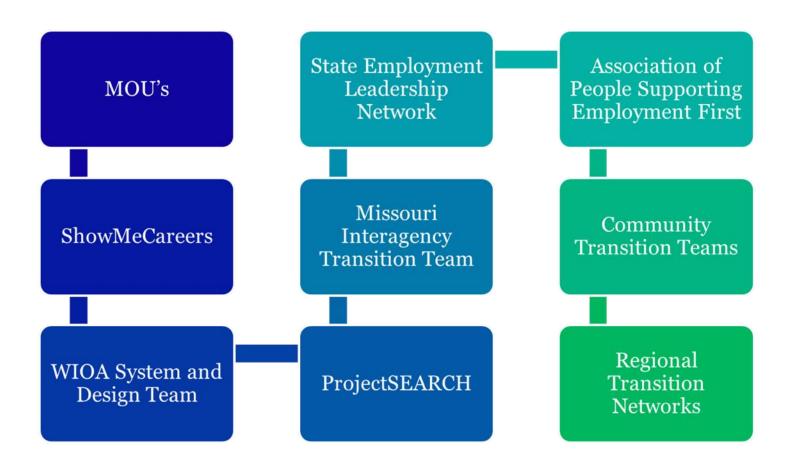


Missouri

Strategy 3- Collaboration:

- Developing a system of support
 - ✓ Early career and community experiences
 - \checkmark Blended and braid efforts
 - ✓ Effective and efficient transition planning
 - ✓ Share talents, gifts and skills
 - ✓ On-ramps and off-ramps
 - ✓ Removing silos

Collaboration



Discussion

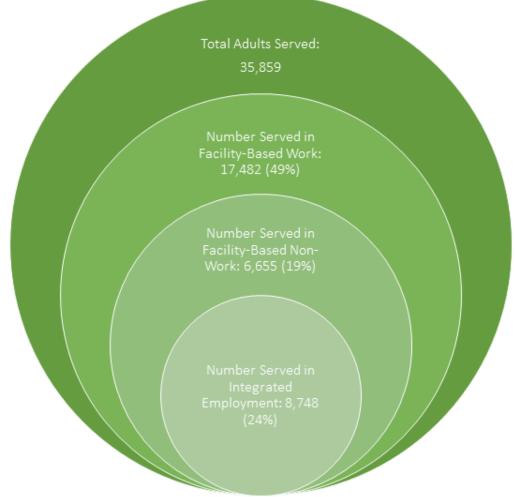
- How are you working to purposefully engage and support family members?
- Describe your state's lessons learned related to developing employment competencies.
- Discuss efforts to utilize all available resources across systems (e.g., sequencing, blending and braiding).

Stacy Collins Employment First Lead Division of Policy and Strategic Direction Ohio Department of Developmental Disabilities

Discussion 2

 How are state intellectual and developmental disability (IDD) agencies using policy and strategy to address changing rules and expectations on community settings and integrated employment? In what ways do the revision of Medicaid waiver service definitions facilitate these changes?

Employment First- Ohio



Revised 6-20-16

Employment First- Ohio

2011	2012	2013
 Joined SELN Gathered Input Stakeholders urge for EF directive 	 Governor Kasich signs Employment First Executive Order EF Taskforce and Advisory Committee established SE- Community service rate increased by 40% Adopt EF statue ODE strengthens new IEP requirements around transition 	 EF Partnership with OOD Website launch Inaugural EF Conference Local Leaders Assessment

Nine Taskforce
 recommendations

SELN

Employment First- Ohio

2014

2015

- EF Rule effective April 1st
- EF Outcome Tracking System launch, May
- EF Partnership with OOD expands
- Training and TA : discovery, AT, provider transformation, EF Transition Framework
- CMS Transition plan
- Waiver/Rule work

• EF Partnership

- Join EFLSMP
- Increase provider transformation activity
- Ongoing training and TA
- Waiver/Rule work continue
- EF Taskforce focus on Transition Youth
- Launch Jobseekers Guide and Peer Mentorship Training
- EF OTS- Providers
- CMS Transition Plan

2016

- EF Partnership
- Continue with EFSLMP
- Ongoing training and TA
- Waiver/Rule work
- 23 pilots- provider transformation (focus on ICF)
- Provider summit
- Launch Loop Ohio
- Transition Vision Work Plan
- Provisional approval of CMS Transition Plan

HCBS Waiver Redesign Adult Day and Employment Services- Year One

March 2014-June 2014	July 2014- September 2014	October 2014-March 2015
Consultation began with HIGH IMPACT for research on funding structures in other states.	12 community forums, over 600 people in attendance to present/discuss research. Summary	Gathered stakeholders (advocates, families, county boards, providers, trade associations, other state agencies) Completed a total of 9 meetings (63 hours) In-depth discussion on future of services, service rules, provider qualifications/types, etc. Feedback was woven throughout Meeting Minutes

Year One- Summary of Recommendations

Phase Out	New	Other
 Adult Day Supports (modify group size) Vocational Habilitation (modify group size, state set time limit for service) Supported Employment Enclave (modify group size, no longer allow payment of subminimum wage, state set time limit for service) 	Integrated Prevocational Services (max 1:4), services community based, state set time limit Integrated Community Supports (max 1:4), services community based Supported Employment- Individual Employment Supports (outcome-based reimbursement), no budget limitation for this service, multiple service modifiers	County boards unable to provide new services, if individuals in SE-enclave or SE- community would need to transition to new providers on effective date of rule Initial effective date January 2016 Informed Choice process for individuals 3 and 4 on Path to Community Employment Add Employment Navigation language to TCM



Building a Bridge



Current Proposed Rules

Service	Action	Rate
Adult Day Support	Outcome Business Practices Training and Guidance Data Collection	Three rate modifiers to address people who require more intensive support and who want community based services in smaller groups
Vocational Habilitation	Outcome Business Practices Training and Guidance Data Collection Outcomes must be identified in ISP with time limits	Three rate modifiers to address people who require more intensive support and who want community based services in smaller groups

Service	Action	Rate
Group Employment Supports	New	Two rate modifiers to address people who require more intensive support.
Individual Employment Supports	New	Two rate modifiers to address people who require more intensive support.
Career Planning	New, multiple services within career planning	Outcome based and unit based (IE- Initial supports)

Next Steps



Discussion

- Has your state needed to revamp or adapt strategic or action plans as new decisions have emerged?
- Has your state used outcome or service data to drive decisions?
- What is your state doing to bring systems change practices to scale?

Cindy Thomas Associate Director Institute for Community Inclusion University of Massachusetts Boston

Discussion 3

How are state IDD agencies addressing the transition from sheltered employment to community based day supports?

Massachusetts

- Blueprint for Success identified

aggressive timelines for closing sheltered workshops (June 2016)

- Made a commitment to continue existing level of service as part of the transformation
- Has led to increase in #s served in community based day supports

Two major challenges

- Increase employment outcomes
 - Build provider capacity
 - Access funding needed (CIE rate higher the SE)
- Insure that community based day supports
 - Are truly community based
 - And serve the intended purpose
 - Support individuals on a pathway to employment
 - Supplemental support for individuals working
 - Support for retirement

What is MA doing about CBDS?

- Developing more specific guidance about what this service should look like – moving beyond the service definition
- Development of a provider self assessment tool
- Providers to develop a strategic plan for transformation
- Revamp QA process to reflect changing expectations and community rule (pilot underway)

What is needed to support this?

- Support for capacity building
 - Training
 - Technical assistance
 - Resources, peer to peer learning
- Financial investment

ENSURING EXCELLENCE IN COMMUNITY- BASED DAY SUPPORTS: A GUIDE FOR SERVICE PROVIDERS AND STAFF By David Hell Carl D Base, and Servi Servit		
Introduction A major component in the evolution of employment and day useries and supports funded by the Massachusets Department of Developmental Services (OD) is the development and sepantion of Community Based Bay Supports (CDOS). DOS defines CBOS as felows:	Pre-planned CBDS activities should prom the full integration and inclusion of indivi- with disabilities into mainstream society through positive community contributions relationship development.	
US attrive CLUB, all actioners Community-Alliered Day Supports - (Activity Codel 3502) - The program of supports is deligned to enable in childrate if excits this or her Ne and enjoy at the mo- opportunities for developed partnersing, and ministraiving competency in personal act ministraiving competency in personal act of community activities.	CBDS is not: • A replacement for paid employment. • A preneptible for employment. • Activities put to fill inve- • Activities that individuals are "plugged" int • Random activities. • Simply fur, recreational activities.	
This publication is a guide for service providers in developing and queeting CDS services in a way that will ensure a consistent high quality of services that high supports and enhances the DDS vision of CDDS, resulting is a rubes and fuller life that maximum community integration and employment for individuals with intellectual and development databases.	Over time efforts should be made to evolve fro a standard "B to 3" program structure, with a mecognition that people both work and particle community activities at a wide variety of times don't research by the with the spical day pro- hours. In fact, throughout this publication, the the term "program" has been deliberativy avoir in describing CBDS. It is important to not thirk CBDS as a program that individuals are fit into	
Guiding Principles in the Design of a Successful CBDS Service Developing CBDS begins with understanding its purpose. CBDS should not be viewed simply as	rather as a flexible support service outomized individual needs. At the same time, CBDS is pri- focused and offered during typical weekday we hours, not on weekends, and is not intended as wrap-around to residential services and support	
activities to Fill a person's day, CLBC is innoted a which is through at its accions and engage in individual professors and reveals as identified in their particular performance and the second per- employment midded activities, but much all ways be poposeful on supportive of the performance and performance and a supportive of the performance performance and a supportive of the performance performance and a supportive of the performance performance and the performance and the performance performance and a supportive of the performance performance and the performance and the performance with discublisher terminative and evidence and performance and the performance and relationship devide performance and relationship devide performance performance and the performance and relationship devide performance and relationship devide performance performance and the performance and relationship devide performance and relationship devide performance performance and the performance and relationship devide performance and relationship devide performance performance and the performance and relationship devide performance and relationship devide performance and relationship devide performance and relationship devices and relationship devices performance and relationship devices and relationship devices and relationship devices performance and relationship devices and relationship devices performance and relationship devices and relationship devices and relationship devices performance and relationship devices and relationship devices and relationship devices performance and relationship devices and relationship devices and relationship devide performance and relationship de	THE ROLE OF CEDS The mine of CBDS varies depending on the part events of the relatival. As defined by CDS, CD onespine for: • Working-operational to facilitate a pathway employment. • Spapierential responses to the rolatival are even program of annotation standard and sup- program of annotation standard and sup- program of annotation to partice part and notive the particular balls.	

- Funding to support better ratios to allow for meaningful and purposeful experiences in the community
- Additional policy steps

Address the level of need determination process

Still to be addressed

- Support and training for service coordinators
- Development of resources and materials for individuals and families
- Consistent implementation of new policies/procedures/practices in a decentralized system
- Development of business processes that align with the more integrated and flexible ways we want to make services and support available.

Discussion

- How are you engaging with providers to support them in meeting changing expectations?
- What steps are you taking to ensure that community base day supports don't become the next place people get "stuck"? And that we don't create a new continuum?
- How are you ensuring that the voices of individuals and family members are heard in the transformation process?

Thank you for joining us today!

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A project of



State Employment Leadership Network

The State Employment Leadership Network is a network of state intellectual and developmental disability agencies working together to improve employment outcomes for individuals. The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.seln.org

