



**State Employment  
Leadership Network**

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

A project of

**ThinkWork!**

at the Institute for Community Inclusion, UMass Boston

# Moving Mountains One Service at a Time

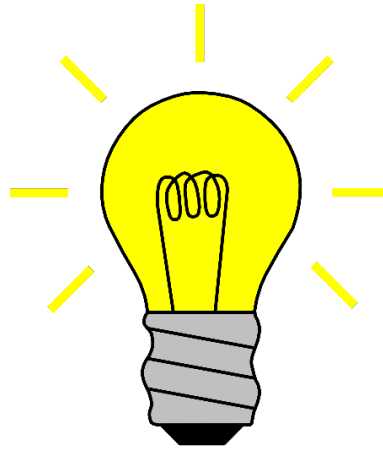
June 22, 2016

*Association for Persons Supporting EmploymentFirst  
(APSE)*

# Session Housekeeping



# Today's Goals



- 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*



# Launched in 2006

Multi-state learning  
community

Improving competitive,  
integrated employment  
outcomes

*Led by:*

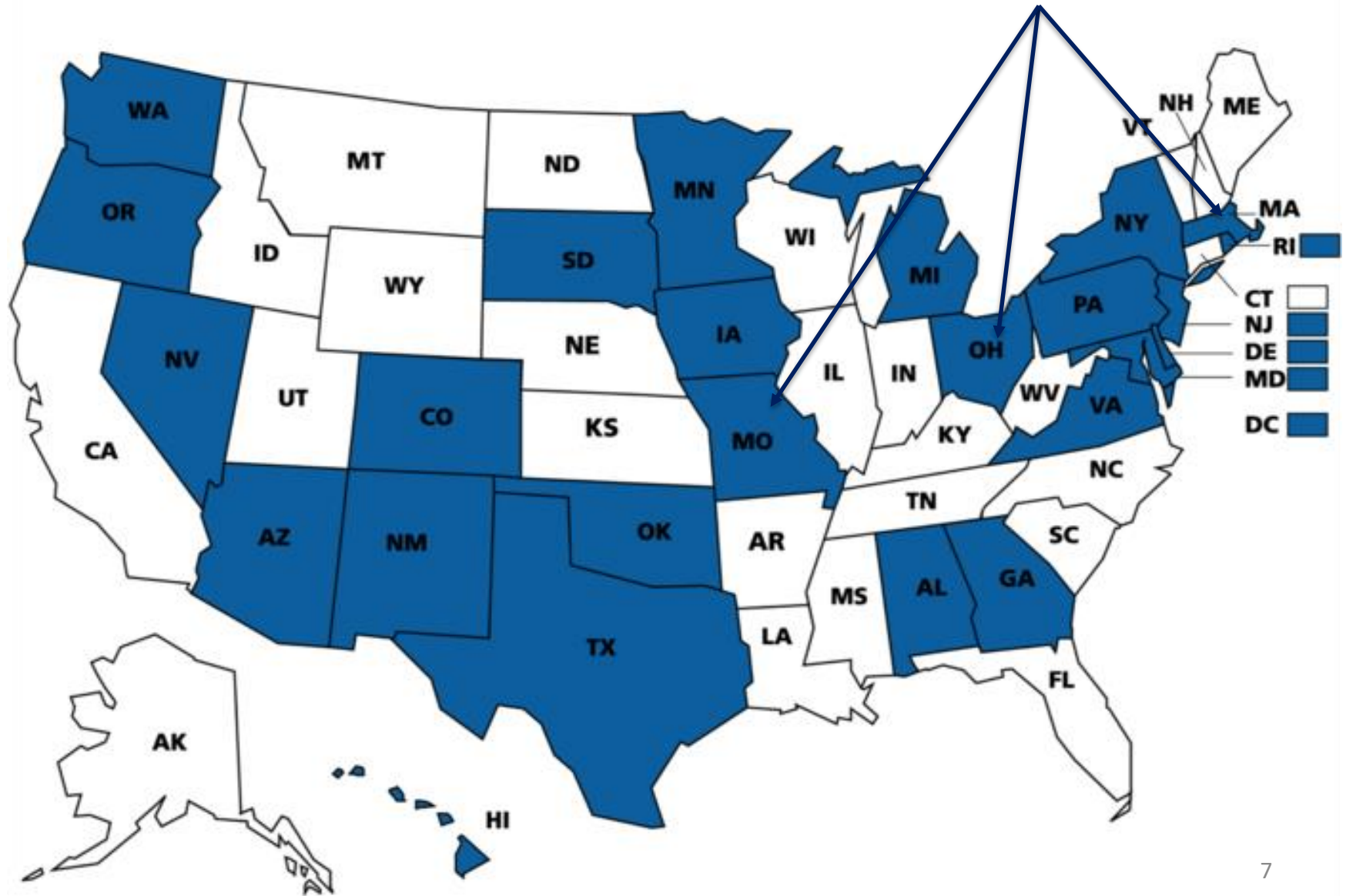


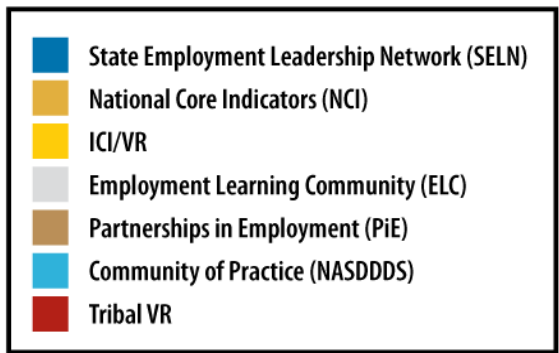
NASDDDS

# SELN Member States

Members as of 10/2015

Represented today





as of 5/2016



# 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

UNIVERSITY OF MINNESOTA

Driven to Discover<sup>SM</sup>

NASDDDS



DirectCourse  
ONLINE CURRICULA FOR LIFE IN COMMUNITY



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

A project of

ThinkWork!

at the Institute for Community Inclusion, UMass Boston



# 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

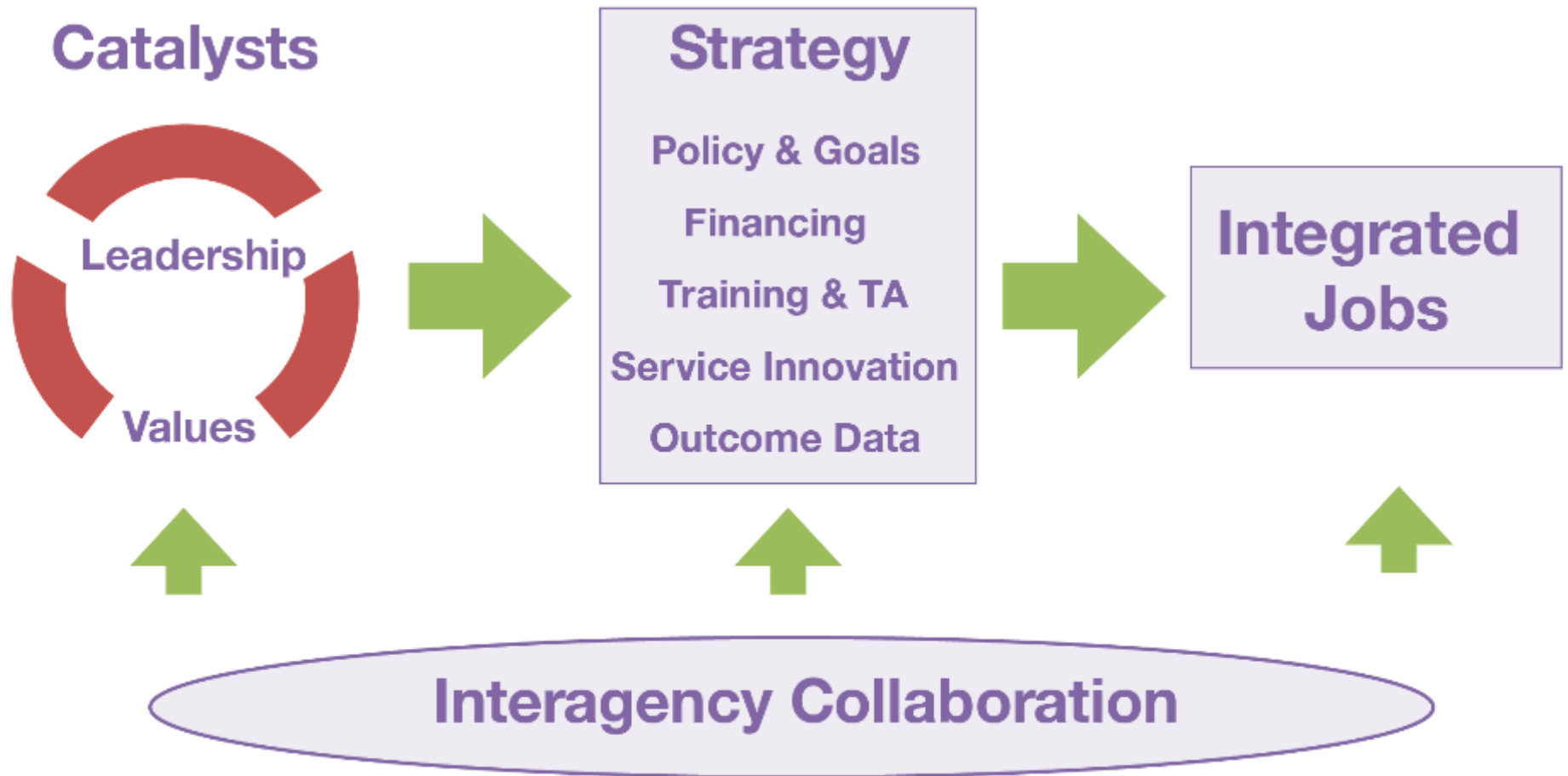
# What we know...

- 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

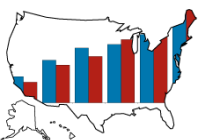
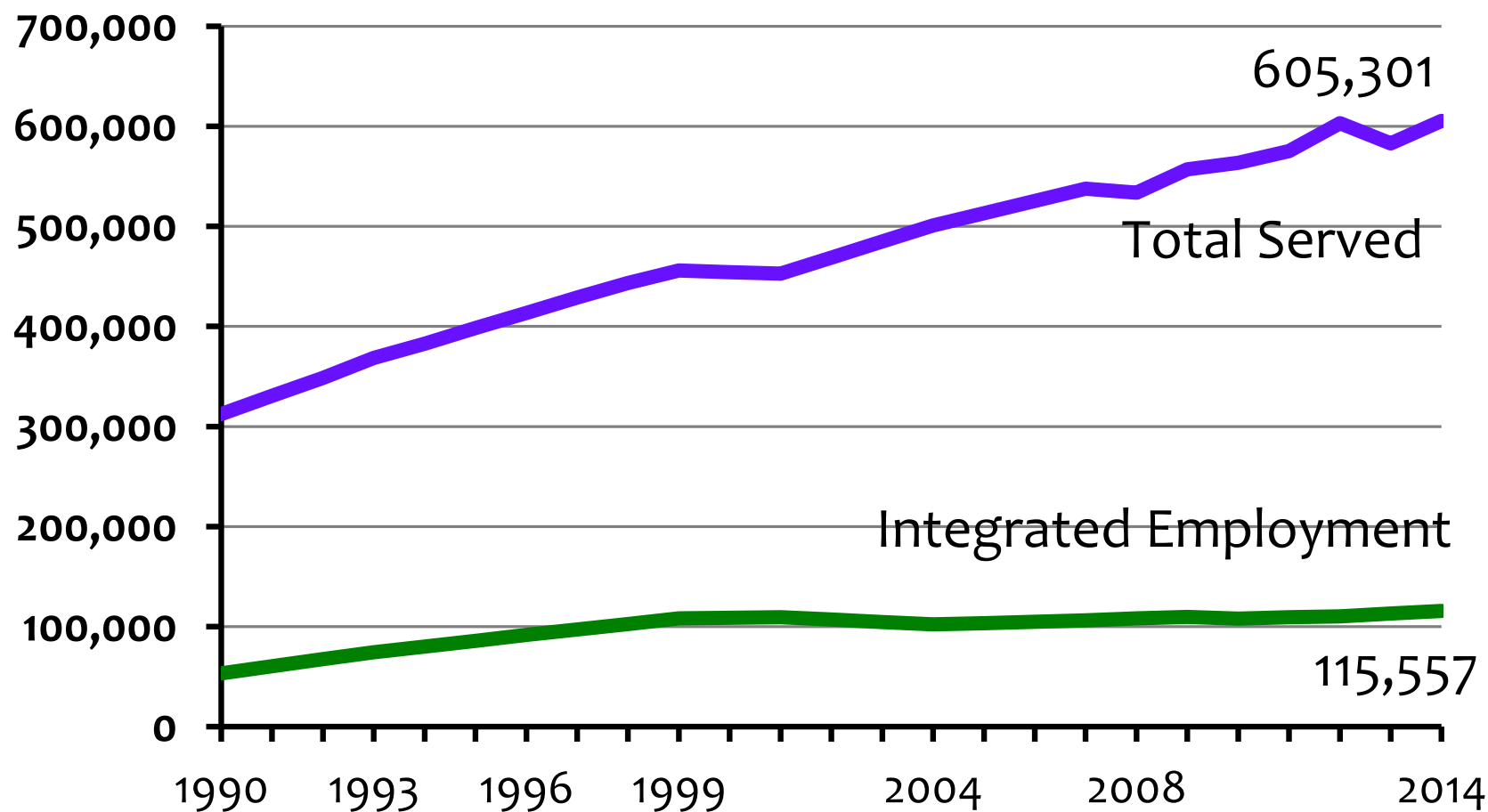




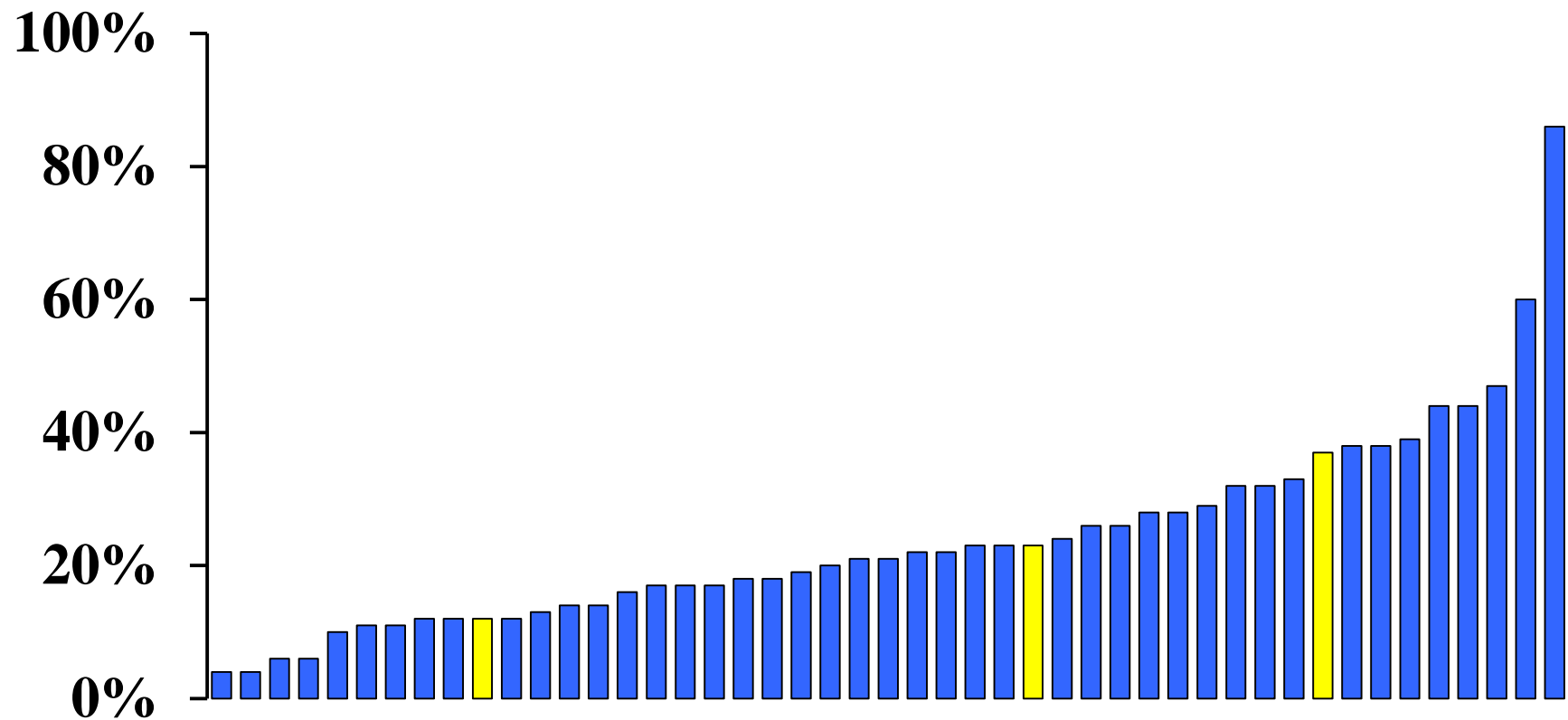
# RRTC's Policy Goals

- ❑ 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



# Participation in integrated employment services varies widely



# 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

**ThinkWork!**

at the Institute for Community Inclusion, UMass Boston

**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

## Strategy 1 - Outreach:

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

# Outreach

Families and Individuals



```
graph TD; A[Families and Individuals] --> B[Community Transition Teams]; B --> C[Business Organizations]; C --> D[Tip Sheets]; D --> E[Newsletters and Dashboard Reports];
```

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

Employment First



```
graph TD; A[Employment First] --> B[Disability Benefits 101]; B --> C[Person Centered Plan Guidelines]; C --> D[Tools and Resources on Services]; D --> E[National Best Case Practices];
```

Disability Benefits 101

Person Centered Plan Guidelines

Tools and Resources on Services

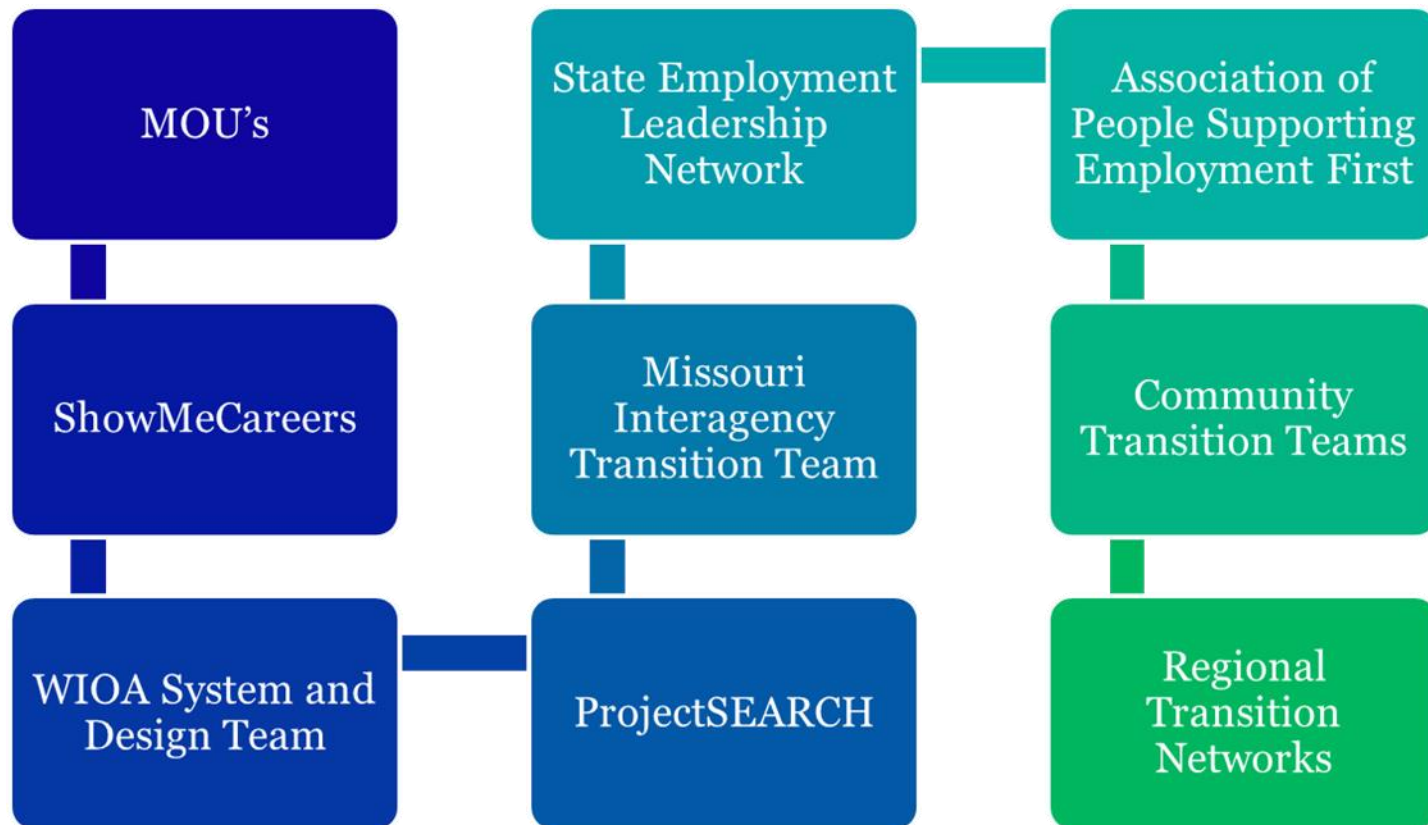
National Best Case Practices

# Missouri

## Strategy 3- Collaboration:

- Developing a system of support
  - ✓ Early career and community experiences
  - ✓ 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

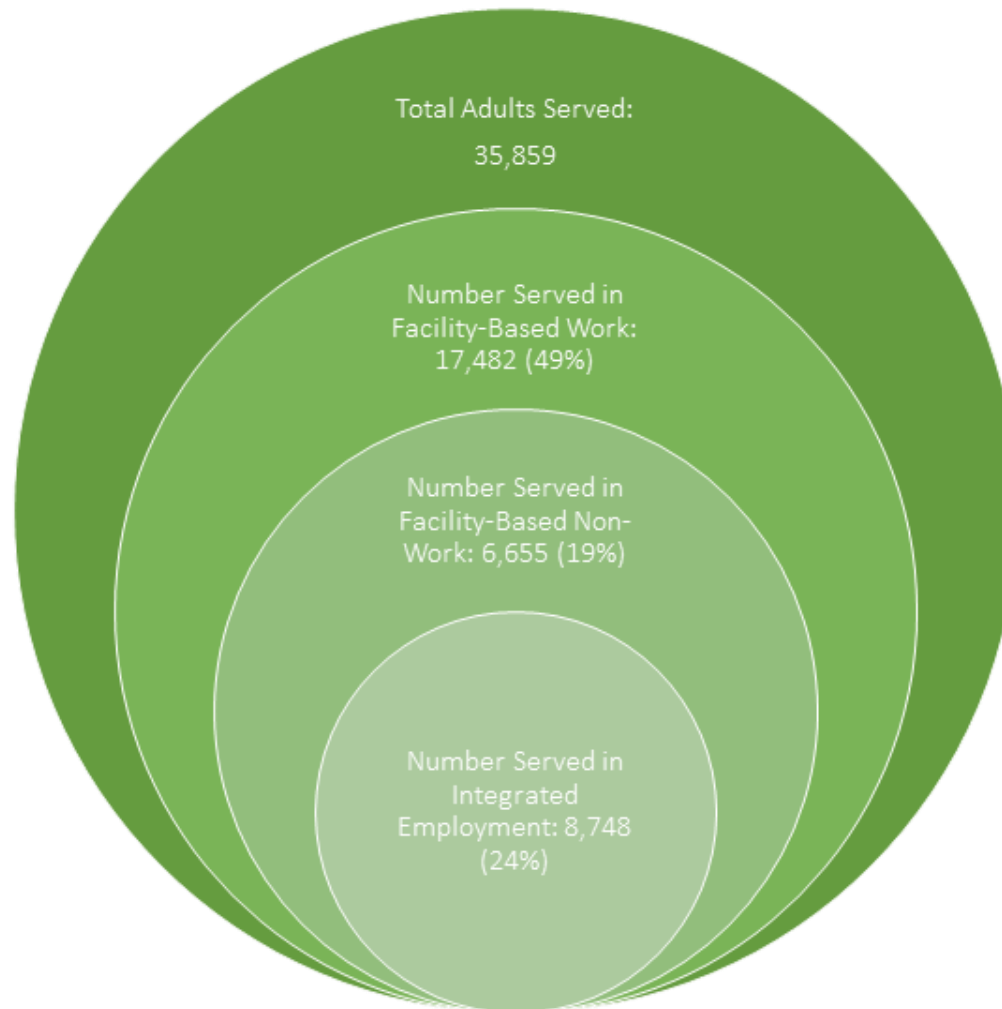
Employment First Lead

**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?

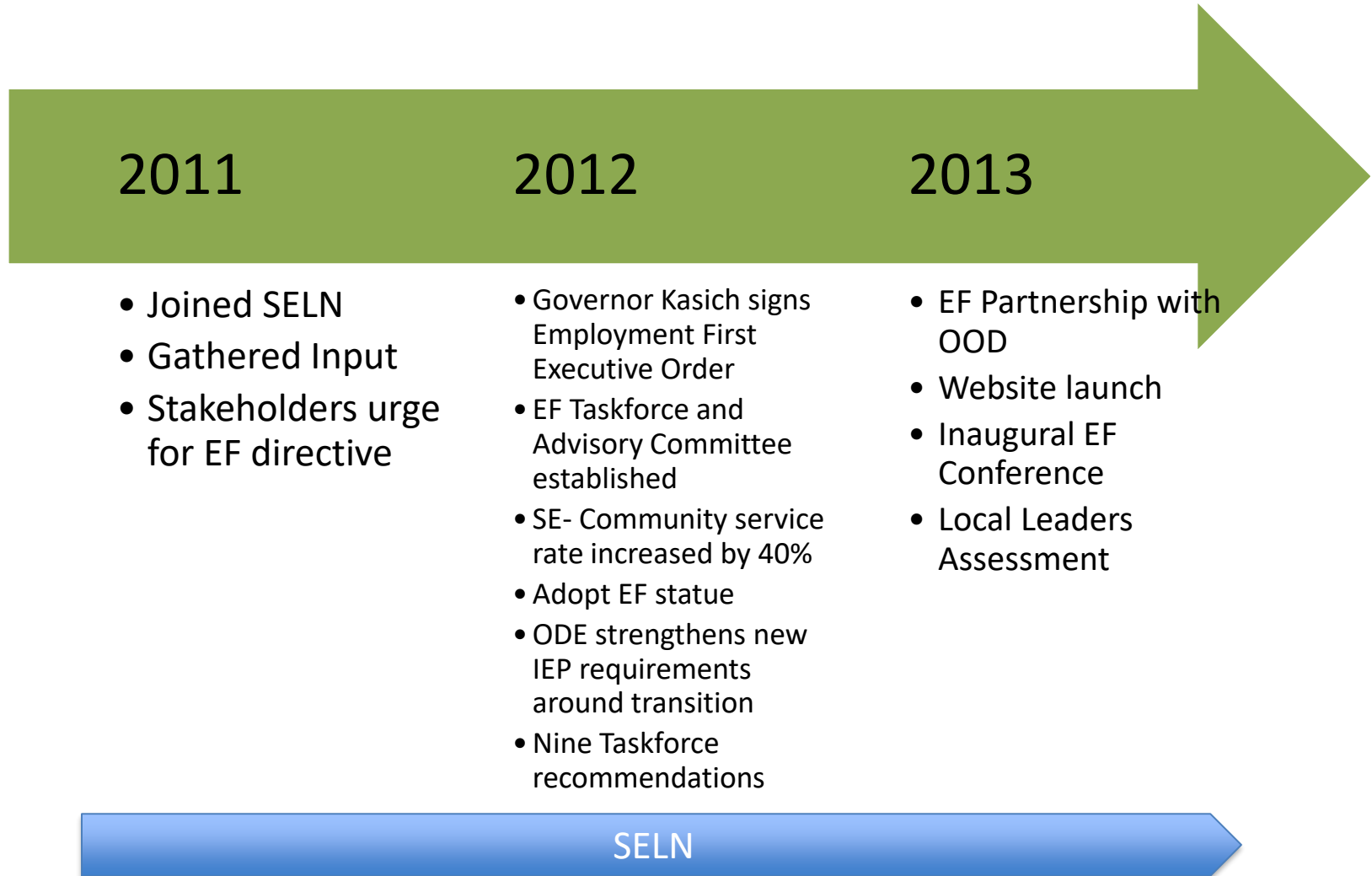
# Employment First- Ohio



Revised 6-20-16



# Employment First- Ohio



# Employment First- Ohio

2014

- EF Rule effective April 1<sup>st</sup>
- 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

2015

- 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 EFLSMP
- 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

SELN

# 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.	<p>12 community forums, over 600 people in attendance to present/discuss research.</p> <p><a href="#">Summary</a></p>	<p>Gathered stakeholders (advocates, families, county boards, providers, trade associations, other state agencies)</p> <p>Completed a total of 9 meetings (63 hours)</p> <p>In-depth discussion on future of services, service rules, provider qualifications/types, etc. Feedback was woven throughout</p> <p><a href="#">Meeting Minutes</a></p>

# Year One- Summary of Recommendations

Phase Out	New	Other
<p>Adult Day Supports (modify group size)</p> <p>Vocational Habilitation (modify group size, state set time limit for service)</p> <p>Supported Employment Enclave (modify group size, no longer allow payment of subminimum wage, state set time limit for service)</p>	<p>Integrated Prevocational Services (max 1:4), services community based, state set time limit</p> <p>Integrated Community Supports (max 1:4), services community based</p> <p>Supported Employment-Individual Employment Supports (outcome-based reimbursement), no budget limitation for this service, multiple service modifiers</p>	<p>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</p> <p>Initial effective date January 2016</p> <p>Informed Choice process for individuals 3 and 4 on Path to Community Employment</p> <p>Add Employment Navigation language to TCM</p>

# Year Two



# Building a Bridge



Current Services

Future Services

# 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**

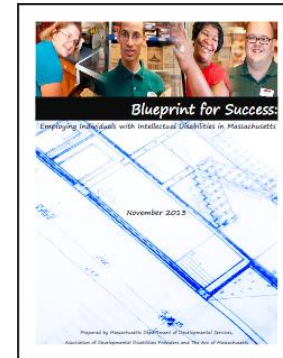
**University of Massachusetts Boston**

## 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

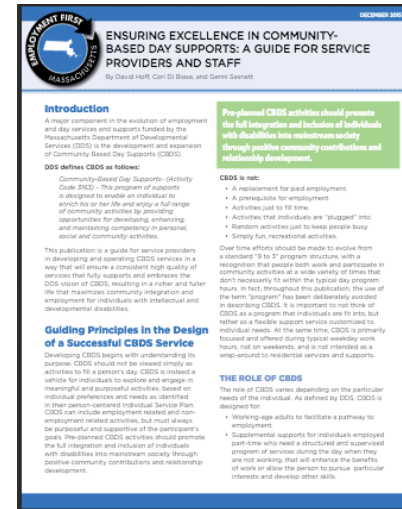
- Increase employment outcomes
  - Build provider capacity
  - Access funding needed (CIE rate higher the SE)
- Insure that community based day supports
  - Are truly community based
  - And serve the intended purpose
    - Support individuals on a pathway to employment
    - Supplemental support for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

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

A project of

# ThinkWork!

at the Institute for Community Inclusion, UMass Boston

## 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](http://www.seln.org)

NASDDDS

