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:
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
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

www.thinkwork.org/rrtc
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

Catalysts
- Leadership
- Values

Strategy
- Policy & Goals
- Financing
- Training & TA
- Service Innovation
- Outcome Data

Integrated Jobs

Interagency Collaboration

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.
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
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
- 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
- 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

MOU’s

ShowMeCareers

WIOA System and Design Team

State Employment Leadership Network

Missouri Interagency Transition Team

ProjectSEARCH

Association of People Supporting Employment First

Community Transition Teams

Regional Transition Networks
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).
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

Total Adults Served: 35,859

Number Served in Facility-Based Work: 17,482 (49%)

Number Served in Facility-Based Non-Work: 6,655 (19%)

Number Served in Integrated Employment: 8,748 (24%)

Revised 6-20-16
Employment First- Ohio

2011
- Joined SELN
- Gathered Input
- Stakeholders urge for EF directive

2012
- Governor Kasich signs Employment First Executive Order
- EF Taskforce and Advisory Committee established
- SE- Community service rate increased by 40%
- Adopt EF statute
- ODE strengthens new IEP requirements around transition
- Nine Taskforce recommendations

2013
- EF Partnership with OOD
- Website launch
- Inaugural EF Conference
- Local Leaders Assessment
Employment First- Ohio

2014
- 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

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 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

SELN
## HCBS Waiver Redesign Adult Day and Employment Services - Year One

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<tbody>
<tr>
<td>Consultation began with HIGH IMPACT for research on funding structures in other states.</td>
<td>12 community forums, over 600 people in attendance to present/discuss research. <strong>Summary</strong></td>
<td>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 <strong>Meeting Minutes</strong></td>
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### Year One - Summary of Recommendations

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

- Modifications
- Proposals
- Budget Testimony
- Transition Forums
- SELN
- Feedback
- Meeting
Building a Bridge

Current Services

Future Services
## Current Proposed Rules

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<tr>
<th>Service</th>
<th>Action</th>
<th>Rate</th>
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<tr>
<td>Adult Day Support</td>
<td>Outcome&lt;br&gt;Business Practices&lt;br&gt;Training and Guidance&lt;br&gt;Data Collection</td>
<td>Three rate modifiers to address people who require more intensive support and who want community based services in smaller groups</td>
</tr>
<tr>
<td>Vocational Habilitation</td>
<td>Outcome&lt;br&gt;Business Practices&lt;br&gt;Training and Guidance&lt;br&gt;Data Collection&lt;br&gt;Outcomes must be identified in ISP with time limits</td>
<td>Three rate modifiers to address people who require more intensive support and who want community based services in smaller groups</td>
</tr>
<tr>
<td>Service</td>
<td>Action</td>
<td>Rate</td>
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<tr>
<td>Group Employment Supports</td>
<td>New</td>
<td>Two rate modifiers to address people who require more intensive support.</td>
</tr>
<tr>
<td>Individual Employment Supports</td>
<td>New</td>
<td>Two rate modifiers to address people who require more intensive support.</td>
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<tr>
<td>Career Planning</td>
<td>New, multiple services within career planning</td>
<td>Outcome based and unit based (IE - Initial supports)</td>
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Next Steps

FOCUS

- Policy & Goals
- Interagency Collaboration
- Financing
- Outcome Tracking
- Training & TA
- Service Innovation
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

Think Work!
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

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