HCBS Waiver Redesign Adult Day and Employment Services

July 22, 2016
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Division of Policy and Strategic Direction
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%)
Priorities

- Person-Centered Planning
- Community Membership
- Community Employment
Targets

- Stronger Connections
- Better Benefits
- Improved Health
- Expanded Natural Supports
- Increased Self-Esteem
- Enhanced Quality of Life

Individual
Strategic Plan

- Empower Stakeholders
- Align Policies
- Enhance Supports
- Provide Capacity
- Engage Businesses
- Measure Success
Proposed HCBS Adult Day and Employment Services

Target: October 2016

- Adult Day Support 5123: 2-9-17
- Vocational Habilitation 5123: 2-9-14
- Non-Medical Transportation 5123: 2-9-18
- Individual Employment Supports 5123: 2-9-15
- Career Planning 5123: 2-9-13
- Group Employment Supports 5123: 2-9-16

SSA: TCM Employment Navigation Training
Proposed- Career Planning
5123: 2-9-13

Rate Modifications: Behavior Support Medical

New

Services lead to employment and/or career advancement

Outcome-based reimbursement

Unit-based reimbursement

1:1

Services lead to employment and/or career advancement

New
Proposed- Career Planning
5123: 2-9-13

• Divided in 6 sections
  – (A) Purpose
  – (B) Definitions
  – (C) Provider Qualifications
  – (D) Requirements for service delivery
  – (E) Documentation of Services
  – (F) Payment Standards
Proposed- Career Planning
5123: 2-9-13

• Purpose
  – Define career planning
  – Set forth provider qualifications, requirements for service delivery, documentation, and payment standards for service
  – Outlines outcome of career planning service
What is Career Planning?

• Services that support comprehensive employment planning
• Time limited
• Personalized
• Provided in 1 to 1 ratio
• Should lead directly to individualized employment through job development
• Can be provided in conjunction with other services
• Services are not limited to Monday-Friday during normal business hours
Proposed- Career Planning  
5123: 2-9-13

• Outcome

The expected outcome of career planning is the individual’s attainment of competitive integrated employment and/or career advancement in competitive integrated employment.
Competitive Integrated Employment

means work (including self-employment) that is performed on a full-time or part-time basis:

For which an individual is:

• Compensated:
  – At a rate that shall be not less than the higher of the rate specified in the Fair Labor Standards Act of 1938, 29 U.S.C. 206(a)(1), as in effect on the effective date of this rule, or the rate specified in the applicable state or local minimum wage law and is not less than the customary rate paid by the employer for the same or similar work performed by other employees who do not have disabilities, and who are in similar occupations by the same employer and who have similar training, experience, and skills; or
  – In the case of an individual who is self-employed, yields an income that is comparable to the income received by persons without disabilities, who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and

• Eligible for the level of benefits provided to other employees

• At a location where the individual interacts with persons without disabilities to the same extent as employees who are not receiving home and community-based services

• As appropriate, presents opportunities for advancement that are similar to those for persons without disabilities who have similar positions.
Competitive Integrated Employment

It is not performed in:

• Dispersed enclaves in which individuals work in a self-contained unit within a company or service site in the community or perform multiple jobs in the company, but are not integrated with non-disabled employees of the company; or

• Mobile work crews comprised solely of individuals operating as distinct unit and/or self-contained business working in several locations within the community; and
Activities included in Career Planning

- Observational Assessment
- Benefits Education and Analysis
- Career Discovery
- Employment/Self-Employment Plan
- Assistive Technology Assessment
- Career Exploration
- Job Development
- Self-Employment Launch
- Worksite Accessibility

Services
DODD Website- Rules under Development

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx
Assistive Technology Assessment

• Systematic application of technologies, engineering methodologies, or scientific principles to meet the needs and barriers encountered by person served in employment and employment related transportation
  – Assessments
  – Services
Assistive Technology Assessment

• Home (self-employment) or employment visits
• Measurements of physical environments or equipment
• Developing of technical drawings
• Researching modifications
• Fabrication and installation of modifications
• Computer programming-accessibility
• Training and use of modifications
Assistive Technology Assessment

Provider Qualifications (Specialized)

• Holds an appropriate license (occupational therapist)
• Certification (assistive technology professional certification issued by the Rehabilitation Engineering and Assistive Technology Society of North America)
• Appropriate training by an accredited college or university
Assistive Technology Assessment

Billing Unit: Outcome-based

(report required for payment)

OUTCOME- Modifications to physical environment or equipment to enhance independence and employment options
Benefits Education and Analysis

Provides information to job seekers, families, guardians, SSA’s, etc. about the impact of paid employment on a range of public assistance and benefits programs

• SSI, SSDI, MBIWD, Medicare, veteran's benefits, SNAP, and housing
Benefits Education and Analysis

Provider Qualifications (Specialized)

• Demonstrate that he or she has successfully completed nationally approved or accredited training in benefits education and analysis
  – Virginia Commonwealth
  – Cornell
Benefits Education and Analysis

Billing Unit: Outcome-based
(report required for payment)

OUTCOME- A report outlining the impact of paid employment on a range of benefits and work incentive programs
Career Discovery

Individualized, comprehensive process to help a job seeker reveal interests and activities that can translate into possibilities for integrated employment.
Career Discovery- Results

• Identify interests in the job market

• Skills, strengths, and other contributions that would be valuable to employers or community (self-employment)

• Conditions necessary for successful employment and/or self employment
Career Discovery

Career Discovery Guide and Tools

Career Discovery

Billing Unit: Outcome-based
(report required for payment)

OUTCOME- A written profile summarizing process, findings, recommendations, and next steps to help individual reach the outcome of competitive integrated employment
Career Exploration

Assists an individual to interact with job holders to observe jobs and tasks. Helps an individual make a decision about career options and interests

• Informational interviews
• Job shadowing
• Opportunity to perform job
Career Exploration

Billing Unit: quarterly unit

OUTCOME- Person will identify careers of interests to clarify and inform employment goal and plan.
Employment/Self Employment Plan

Individualized service to create a clear plan for employment or start up phase of self-employment. This does include a planning meeting that should involve the job seeker and other identified employment team members - can include planning for career advancement.
Employment/Self-Employment Plan

Billing Unit: Outcome-based

(report required for payment)

OUTCOME- Written employment plan identifying training, technical assistance, supports, and resources needed to reach employment goals including self-employment
Job Development

Individualized service to develop a strategy to attain competitive integrated employment.

- Reflect best practices
- Include analyzing a job site
- Identifying necessary accommodations
- Negotiating with an employer (customized employment)
Job Development

Billing Unit: quarterly unit

OUTCOME- Results in achievement of competitive integrated employment consistent with the job seekers or job holder’s personal and career goals.

**This service is not available to someone on place 4 on the Path to Community Employment**
Self- Employment Launch

The support needed to implement a self-employment business plan and launch a business
Self-Employment Launch

Billing Unit: quarterly unit

OUTCOME - Achievement of integrated employment consistent with the job seeker’s or job holder’s personal and career goals
Situational Observation and Assessment

Time-limited (maximum of 30 days) service that involves observation and assessment of an individual’s skills, work behaviors, and vocational skills

- Practical
- Experiential
- Community integrated
- Paid work experiences (Medicaid dollars do not cover individual’s wages)
Situational Observation and Assessment

Billing Unit: Outcome-based

(report required for payment)

OUTCOME- Written report outlining assessment findings that provides the skills and behaviors to be developed to ensure success in preferred competitive integrated work environment
Worksite Accessibility

Service that identifies the need and required provisions of reasonable work accommodations that allow a job seeker or job holder to gain, retain, and enhance employment and self-employment. This includes ensuring the job accommodation is being implemented appropriately in partnership with employer.
Worksite Accessibility

Billing Unit: Fifteen minutes

OUTCOME- The job holder has reasonable accommodations that will allow him or her to retain competitive integrated employment
Worksite Accessibility

Provider Qualifications (Specialized)

• Holds an appropriate license (e.g. occupational therapist)

or

• Certification (e.g. certified professional ergonomist issue by the Board of Certification in Professional Ergonomics)

or

• Successfully completed appropriate training by an accredited college or university
Provider Qualifications

• Agency
• Independent
• Complete and submit application
• At least one year of full-time (or part-time) equivalent, paid work related to employment planning and support that provides assistance for individuals to attain competitive integrated employment OR
• Thirty hours of formal training related to employment planning and support that provides assistance for individuals to attain competitive integrated employment
Provider Qualifications

- Specialized training requirements for assistive technology assessment, worksite accessibility, and benefits education and analysis
- Independent Provider - Complete 8 hours of annual training to enhance competencies
- Agency Provider - Orientation requirements, mentor, 8 hours of annual training, written training plan

**Ensure to read rule to follow all provider qualification requirements**

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx **
Requirements for Service Delivery

• Expected Outcome- Individual’s attainment of competitive integrated employment or advancement in competitive integrated employment

• Person centered planning

• Can be provided in a variety of settings but shall not be furnished in someone’s home expect when a home visit is conducted as part of Career Discovery or when the individual is self-employed and the home is the site of self-employment
Requirements for Service Delivery

• 1 on 1 ratio
• Services can be provided on behalf of an individual
• Must complete reports and collect and submit data via DODD’s employment tracking system

**Ensure to read rule for all service delivery requirements.**

[http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx](http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx) **
Documentation Requirements

Visit the link below for all documentation requirements:

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx

*Outcome-based description and details of the service delivered shall be sufficient to demonstrate achievement of the desired outcomes in order to serve as report required for payment for delivery of services
Proposed Rate Modifications

Rate modifications only apply to career exploration, job development, self-employment launch, and worksite accessibility

- Behavior Support Rate Modification (.63)
- Medical Assistance Rate Modification (.12)

See proposed rule at [http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx](http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx) for outlined criteria for behavior support and medical assistance rate modification
Proposed General Requirements
5123: 2-9-19 AAI Budget Limitations

Increase AAI budget limitation- 260 days of service

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Apply to adult day, career planning, group employment supports, individual employment supports, and vocational habilitation
Impact

- PCW
- MSS/PAWS
- MBS
- IDS
- Data Warehouse
- EF Outcome Tracking System
Training on Services and Applications

- Materials
- Webinars
- Live Chats
Webinars - Service Rules

- August 8
- September 7
- October 18
- November 14

Visit [www.loopohio.org](http://www.loopohio.org) for more information
Next Steps

- Waiver and Rule approval
- Internal Systems Modification (8)
- Training and guidance
For general questions about the rule changes, please email employmentfirst@dodd.ohio.gov or call (614) 466-6612