HCBS Waiver Redesign
Career Planning

September 23, 2016
Stacy A. Collins
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
- Enhanced Quality of Life
- Increased Self-Esteem
- Expand Natural Supports
- Develop abilities
Strategic Plan

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

Target: November 2016

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

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

Rate Modifications:
Behavior Support
Medical

Services lead to employment and/or career advancement

New

1:1

Unit-based reimbursement

Outcome-based reimbursement

Outcome-based reimbursement
DODD Website- Rules under Development

http://dodd.ohio.gov/RulesLaws/Pages/Rules-Under-Development.aspx
What is Career Planning?

• Services that support comprehensive employment planning
• Time limited
• Personalized
• Provided in 1 to 1 ratio
• Leads 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
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
9 Components of Career Planning

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

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<tr>
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<td>Career Planning</td>
<td><strong>Agency:</strong></td>
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</table>
| • Can be provided by Agency or Independent providers | • Career Planning Policy – identifying training priorities for direct service staff who provide Career Planning, 5123:2-9-13(C)(12)  
• Documentation that the individual who will be providing the service/mentoring meets one of the following:  
  1. 1-year full-time paid work experience related to employment planning and support, or  
  2. 30 hours of formal training related to employment planning and support. |

**Independent:** Documentation he/she meets one of the following (5123:2-9-13(C)(3)):  
1. 1-year full-time paid work experience related to employment planning and support, or  
2. 30 hours of formal training related to employment planning and support.
# Provider Qualifications

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<thead>
<tr>
<th>Career Planning components</th>
<th>Additional requirement for certification</th>
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<tr>
<td>Career Planning Asst Technology</td>
<td>Must hold an appropriate license (e.g., occupational therapist) or certification (e.g., assistive technology professional certification issued by the “Rehabilitation Engineering and Assistive Technology Society of North America”), or successfully completed appropriate training by an accredited college or university.</td>
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<tr>
<td>Career Planning Benefits Edu Analysis</td>
<td>Successfully completed nationally approved or accredited training in benefits education and analysis.</td>
</tr>
<tr>
<td>Career Planning Worksite Accessibility</td>
<td>Must hold an appropriate license (e.g., occupational therapist) or certification (e.g., certified professional ergonomist issued by the “Board of Certification in Professional Ergonomics”) or successfully completed appropriate training by an accredited college or university.</td>
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</table>
Provider Qualifications- Fee Waiver

• For existing providers of Integrated Employment and Supported Employment services who want to add Career Planning, we will waive the add-on application fee for Career Planning.

• To request the fee waiver, complete the add-on application (including all document uploads) to the point of paying the fee. Send an email to Jovon.Loveless@dodd.ohio.gov and Jared.Mutchler@dodd.ohio.gov requesting the add-on application fee waiver, the Application ID number, and the services being added.

*Please note, if an add-on application also includes other services that have a fee associated, the fee will need to be paid.
9 Components of 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
9 Components of Career Planning

• Documentation needs maintained that service is not available either through Opportunities for Ohioans with Disabilities or IDEA

• Similar to current Vocational Habilitation and Supported Employment - Community and Enclave

• [OOO-DODD Joint Guidance Document](#)
Assistive Technology Assessment - OUTCOME REIMBURSEMENT

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

Billing Unit: Outcome-based

(report required for payment)

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

Maximum allowed- 4 per waiver eligibility span
Assistive Technology Assessment

What does this mean for a SSA?

Service will need authorized, but that does not authorize payment.

<table>
<thead>
<tr>
<th>IO</th>
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<th>Career Planning-Assistive. Tech. Assess.; 1 unit</th>
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Once the provider completes the service, the report will be provided to the SSA.

SSA will need to authorize the outcome was achieved.

SSA needs to return into system to authorize payment. CB shall authorize payment within 10 days of the acceptance of a report required for payment.
Assistive Technology Assessment
What does this mean for a provider?

Service will be authorized by SSA, but that does not authorize payment

Must meet qualification requirements to provide this component of career planning

Once the provider completes the service, must provide a report to SSA

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Once SSA approves, the provider will be given the authorization to bill for the service.
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

Billing Unit: Outcome-based

(report required for payment)

Maximum allowed- 4 per waiver eligibility span

OUTCOME- A report outlining the impact of paid employment on a range of benefits and work incentive programs
Benefits Education and Analysis
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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)

Maximum allowed- 4 per waiver eligibility span

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

What does this mean for a SSA?

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Only component of career planning where payment varies by acuity rating

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Career Exploration
Unit Reimbursement

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 **employment plan**

**this is typically done prior to an employment/self-employment plan or job development.**
# Career Discovery
## SSA and Provider

### Typical Authorization

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Provider must maintain documentation, see rule.
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)

Maximum allowed- 4 per waiver eligibility span

OUTCOME- Written employment plan identifying training, technical assistance, supports, and resources needed to reach employment goals including self-employment
Employment/Self-Employment Plan

What does this mean for a SSA?

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Employment/Self Employment Plan

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Once SSA approves, the provider will be given the authorization to bill for the service.
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**
Job Development
SSA and Provider

Typical Authorization

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Provider must maintain documentation, see rule
Self-Employment Launch Unit Reimbursement

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
Self-Employment Launch
SSA and Provider

Typical Authorization

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Situational Observation and Assessment

Outcome Reimbursement

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)

Maximum allowed- 4 per waiver eligibility span

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

What does this mean for a SSA?

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Worksite Accessibility
Unit Reimbursement

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

Does require specialized training

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

Typical Authorization

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<td>Career Planning-Worksite Accessbility. Indp.; 15 min unit - OVERTIME</td>
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<tr>
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Provider must maintain documentation, see rule
Proposed General Requirements
5123: 2-9-19 AAI Budget Limitations

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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
Below are upcoming days and times of training and technical assistance for the application changes related to the proposed modified HCBS waiver adult day services. Webinars will include training on how the proposed modifications have impacted applications and live chats will be opportunities to ask questions related to the application changes. You can register for all of the webinars and live chats by directly clicking on the icons below. All webinars will be archived and accessible by registering through [LOOP OHIO](http://dodd.ohio.gov/Training/Pages/Timeline.aspx). All webinars are archived under the events section.

Hover your mouse over an icon to get information about specific training dates

HCBS Waiver Adult Day Redesign

<table>
<thead>
<tr>
<th>September</th>
<th>October</th>
<th>November</th>
<th>December</th>
<th>January</th>
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<tr>
<td>HCBS Adult Day Waiver Redesign</td>
<td><img src="image1.png" alt="Icon" /></td>
<td><img src="image2.png" alt="Icon" /></td>
<td><img src="image3.png" alt="Icon" /></td>
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</tbody>
</table>

For general questions about the rule changes, please email employmentfirst@dodd.ohio.gov or call (614) 466-6612.

| PCW | Provider Certification Wizard |
| MSS/PAWS | Medicaid Service System |
| MBS | Medicaid Billing System |
| IDS | Individual Data System |
| Data Warehouse | ![Icon](image5.png) | ![Icon](image6.png) | ![Icon](image7.png) | ![Icon](image8.png) | ![Icon](image9.png) |

http://dodd.ohio.gov/Training/Pages/Timeline.aspx
### Community Integration Webinars

These are the webinars required for direct care staff to attend, if the provider agency is authorized and elects to receive the community integration rate modification for the Adult Day Support or Vocational Habilitation service.

Register for any one of these webinars when you register for Loop Ohio and click on the Events tab.

Login to [www.loopohio.org](http://www.loopohio.org) to register for any one of these webinars. *(Please note, you only need to attend one webinar. They are all the same content.)*

- **September 27, 2016** 12:00 p.m. – 2:00 p.m.
- **October 3, 2016** 1:00 p.m. – 3:00 p.m.
- **October 4, 2016** 9:00 a.m. – 11:00 a.m.
- **October 5, 2016** 4:30 p.m. – 6:30 p.m.
- **October 13, 2016** 10:30 a.m. – 12:30 p.m.

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Visit [www.loopohio.org](http://www.loopohio.org) for more information
• October 7  
  2:00p- Review of Adult Day Supports

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

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