

<p>Presumption of Employability For All</p>	<p>The system will:</p> <ul style="list-style-type: none"> • be based upon a presumption of competency, employability and “zero reject” for each person with a disability, regardless of complexity • assure that employment and career goals be based upon a person-centered planning process and be experientially-based for ensuring the individual's informed choice. • assure participation in integrated employment complemented with integrated, community wrap-around activities, through a combination of paid and natural supports, at the same level as was available in the facility-based setting. • assure every individual timely information about and access to benefits counseling and planning • provide financial incentives to serving individuals with more significant barriers to employment or more intense support needs, including individuals residing in institutional settings
<p>Continuous Improvement</p>	<p>The system will:</p> <ul style="list-style-type: none"> • be primarily focused on producing and maximizing individualized, integrated, employment outcomes at competitive wages • encourage and promote state and local interagency collaboration and formal agreements using the same definitions of services, the same payment methodologies and a seamless system of supports through braided funding • encourage and incentivize providers to support new individuals to enter Individual Supported Employment, including customized employment • encourage and incentivize providers to ensure individuals already employed in Individual Supported Employment maintain their jobs, increase their hours and advance in their careers at appropriate times • create a financial incentive to provide Individual Supported Employment and wrap-around community supports rather than segregated day and employment services.
<p>Provider Competencies</p>	<p>The system will:</p> <ul style="list-style-type: none"> • reward providers for person-centered best practice implementation of Individual Supported Employment including the appropriate use of assistive technology • require provider standards and staff training/certification (with portability) to assure equal statewide access to and opportunity for Individual Supported Employment and free choice of providers • assure funding for provider capacity building and transformation
<p>Flexibility</p>	<p>The system will:</p> <ul style="list-style-type: none"> • allow unanticipated changes in support needs of Individual Supported Employment participants, including impact on residential supports, to be quickly and effectively addressed by providers to assure that the right amount, kind and type is provided. • recognize and financially support individual differences in intensity of supports over time as well as state documented geographic cost differentials, including local/regional differences in unemployment rates, in order to promote Individual Supported Employment for all persons living in the state • allow for exceptions with clear and appropriate requirements for granting exceptions and reviewing the exception status over time • include transparent and easy-to-understand rationale for reimbursement rates and payment methodologies.

Final Version 10-30-14