Iowa Department of Human Services

Iowa's Disability Employment Services Redesign Update

January 15, 2014

Iowa Vocational Rehabilitation Services

Finding solutions. Generating success.

IOWA DD Council

Preparation, Participation, Power

Job Seekers and Families
Community Rehabilitation Providers (CRP)
The Governor's Developmental Disability (DD) Council
The Iowa Chapter of APSE: The Employment Network (IA-APSE)
Iowa Workforce Development
Iowa Department of Education
Iowa Department of Human Rights
Iowa Department for the Blind
Iowa Vocational Rehabilitation Services (IVRS)
Department of Human Services (DHS), Mental Health and Disability Services (MHDS) and the Iowa Medicaid Enterprise (IME),

Process

June 2013 – Community Conversations
collaborative, facilitated, held across the state seeking input from a broad range of stakeholders; 152 Attendees

Summer/Fall – Intensive Workgroups
30 participants represented a wide range of stakeholders; all-day facilitated work sessions twice/month in central Iowa

July 11 & 23 - Employment service definitions

August 8 & 13 - Provider requirements, staff qualifications, staff training

September 10 & September 26, October 8 & 31 - Reimbursement Methodologies

Feedback Webinars - July 26, August 28, September 25

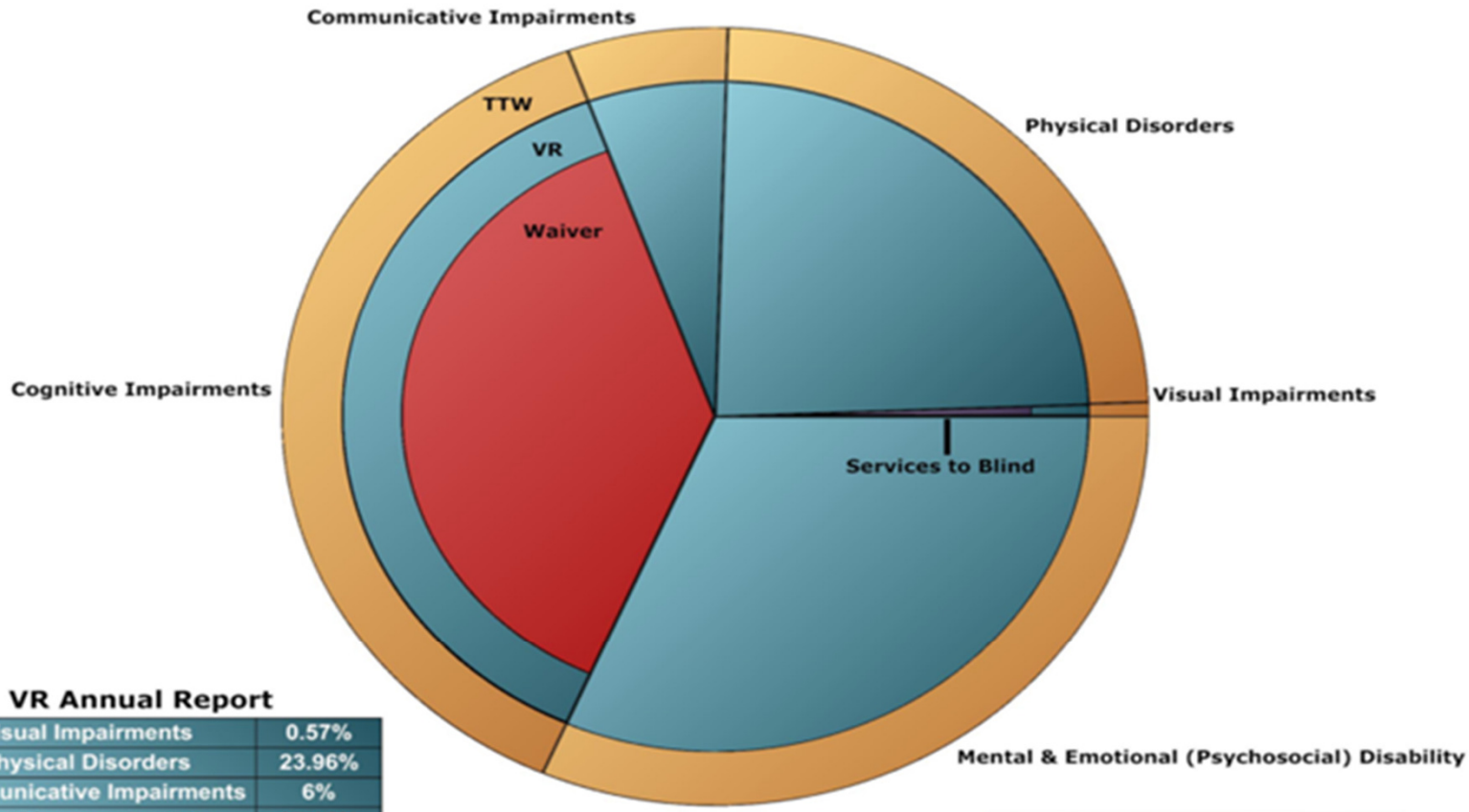
Key Policies and Principles

- Employment First Principles
- The Americans with Disabilities Act
- Iowa's Olmstead Plan
- State Employment Leadership Network (SELN) Funding Study and a sample rate model developed for Iowa
- Office of Disability Employment Policy (ODEP) recommendations
- Center for Medicare and Medicaid Services (CMS) September 2011 Home and Community Based Waiver Application guidance regarding Employment Supports and Day Habilitation
- Current IVRS reimbursement structure
- US Dept. of Justice actions and direction in other States

- Segregated Employment → Integrated Employment
- Centralized Services → Decentralized Services
- One type of work → Hundreds of work types
- Central technology systems → Mobile technology systems
- Sales for in house work → Sales to many potential job sites

- Floor group supervision → Consultant/Trainer
- Fixed staff ratios → Variable utilized fee for service
- Daily rates → Client contact rates
- Daily Rates → Outcome payments
- Budget fixed → Performance based payments
- Publicity message → Community & business partner
- Work in your shop → Work in their shop

Few long-term supports other than TTW for 70% of disability population



VR Annual Report

Visual Impairments	0.57%
Physical Disorders	23.96%
Communicative Impairments	6%
Cognitive Impairments	37.95%
Mental & Emotional (Psychosocial) Disability	31.52%

SSI	12.26%
SSDI	16.87%

TTW	
Tickets	111,837
Assigned	3,060
EN	610
VR	2,045
Work-Focused Tickets	23,675

Key Assumptions
for a High Quality Employment Services Funding System

From SELN "Stakeholder Brief" pp.10-11

- Simplicity is essential
- Service definitions must link to billable activities
- High quality staff must be compensated
- Rate must be based upon staff cost
- Payment for indirect staff time must be included in the rate
- Providers' skill sets must be consistent across the state
- Support a stable work team for long-term support

Key Assumptions …

From SELN "Stakeholder Brief" pp.10-11

- Some services must be time limited
- The budget allocation process is different from the payment rate process
- Individual level of need matters
- Transportation must be a separate allocation
- Funding systems need to have complementary case management systems that support the individual
- Funding systems must acknowledge the long-term costs

SELN Sample Rate Model p.1

SERVICE	1:1 Individual SE				Group SE		Prevoc		Day Hab	
POSITION	ETS/Job Coach		Job Coach		Job Coach		Direct Service Professional		Direct Service Professional	
Functions	Benefits Plan & Analysis; Discovery Assessment; Job Development; Job Placement; Employer Development; Initial Training to Stabilization		Career Exploration, Career Plan Development; Job Coaching; "Follow Along"		Job Coaching; Follow-Along		Benefits Education; Career Exploration; Facility based Prevoc; Workplace Personal Asst		Benefits Education; Career Exploration; Community Day Hab; Workplace Personal Asst	
Annualized Wage										
Employee related expenses	35%		35%		35%		35%		35%	
Mileage cost: miles/year at .39/mile	6000	2,340	3000	1,170	3000	1,170	0	0	0	0
Program support & program	30%		30%		50%		50%		50%	
Total annual cost/staff person										
Billable Hours										
Hours available @ 37.5/week		1,950		1,950		1,950		1,950		1,950
Vac/holiday/sick @ 32 days		240		240		240		240		240
Training /staff development hrs		40		32		32		24		24
Available hours		1,670		1,678		1,678		1,686		1,686
Billable hours*	70%	1,169	80%	1,342	80%	1,342	80%	1,349	80%	1,349

SELN Sample Rate Model p.2

SERVICE	1:1 Individual SE		1:1 ongoing		Group SE		Prevoc		Day Hab	
POSITION	ETS/Job Coach		Job Coach		Job Coach		DSP		DSP	
Staff Ratios / Ranges		**1 to 1**		**1 to 1**	**1 to 1**	**1 to 8**	**1 to 1**	**1 to 8**	**1 to 1**	**1 to 8**
*** Weekly Billable Hours: 37.5, less these items:**	37.5		37.5		37.5		37.5		37.5	
One-on-one supervision time	1		1		1		1		1	
Non-billable time (meetings, travel, notes ...)	5.25		4		4		4		4	
Productivity adjustment	1.5		1.5		1.5		1.5		1.5	
Team meetings	1		1		1		1		1	
Non-billable job development	2.5									
Total non-billable hours	11.25		7.5		7.5		7.5		7.5	
Percent non-billable	30%		20%		20%		20%		20%	

SELN Staff Cost Assumptions

- Individual allocation based on level of need
- Mandatory staff training
- System needs to provide training infrastructure-- not reasonable to expect provider to fund that part
- Staff travel factored in
- Consumer transportation funded separately
- Focus is on rate/staff working hour (the primary cost driver)
- Keep it simple

Rate Modeling Assumptions

Career Exploration

- Career Exploration services occurs over 90 days/12 wks
- Assume ALL going through CE while in Prevoc will move on to Supported Employment
- Career Exploration service involves ~ 3hrs face time per week for a total of 34 hours over 12 weeks
- The number of people projected to go through this service is based on a percentage of all members in prevocational services today

Rate Model Assumptions

IVRS SE through 90 day stabilization

- IVRS SE Services = 4 hrs per week face time for 8 weeks
- Assumes working at the national average of 14 hrs per week
- Assumes stabilization at 90 days/13wks
- Calculation covers 52 full weeks of service 19 weeks of job coaching = 4.5 months
- Job coaching assumes ALL get jobs @ 14hrs/wk

Rate Model Assumptions

Medicaid paying for SE Job Development

- Medicaid SE Services = ~4 hrs per week face time for 8 weeks (same as IVRS)
- Authorized for 40 hours
- Extended services authorized for additional 20 hours
- Assumes 75% will need extended service.

Rate Model Assumptions

- Ongoing support tier 1 (2-8 hours/month): Based on job coach rate. Base level applies to all as an ongoing fee. Minimum expectation of X contacts/month
- Ongoing support tier 2 (9-16/month): Assumption: Gives you a pool with some flexibility.
- Ongoing support tier 3 (17-24/month)
- Hourly job coaching rate (exceptions)
- Additional assumptions related to Group / Enclave are being developed

Testing for cost neutrality

- Workgroup recommendations
- SELN recommendations
- ODEP recommendations
- Salary numbers based on Workforce Development Salary surveys plus current State Employee Salary ranges
- Modeling the movement of people through the system with based on the rate model assumptions and SFY13 actual number of members receiving services

SFY 13 Current Members

	Pre Vocational services			
Age ranges	Daily-W1425	Half Day-W1426	Hourly-W4425	Totals
16_17	39	27	5	71
18_25	1370	993	163	2526
26_30	567	404	98	1069
31_40	807	633	115	1555
41_50	772	641	125	1538
51_60	637	565	124	1326
60+	96	87	13	196
Total	4288	3350	643	8281
Dollars	13,751,096.07	4,423,133.39	1,000,258.85	19,174,488.31
Units	280,810	152,932	96,164	

SFY 13 Current Members

	Individual Supported Employment			
Age ranges	Job Development W5019	Employ Development W5020	Enhanced W5021	Total
16_17	5			5
18_25	154	9	12	175
26_30	59	2	3	64
31_40	74	4	12	90
41_50	61	4	13	78
51_60	36	1	8	45
60+	6			6
Total	395	20	48	463
Dollars	376,774.57	19,139.40	17,895.96	413,809.93
Units	414	21	410	

SFY 13 Current Members

W1431	Job Coaching services			W1433	Group (Enclave) Employment	
Age ranges				Age ranges		
16_17	12			16_17	2	
18_25	708			18_25	369	
26_30	429			26_30	234	
31_40	634			31_40	367	
41_50	638			41_50	364	
51_60	400			51_60	262	
60+	49			60+	56	
Total	2870			Totals	1654	
Dollars	$6,676,781.18			Dollars	$2,588,691.76	
Units	190,654			Units	396,599	

SFY13 Current Members

	Day Habilitation				
Age ranges	Daily W1204	Half Day W1205	Hourly W1206	Totals	
16_17	48	63	18	129	
18_25	1290	1415	314	3019	
26_30	764	795	182	1741	
31_40	1172	1220	253	2645	
41_50	1408	1566	350	3324	
51_60	1533	1649	331	3513	
60+	353	344	51	748	
Total	6568	7052	1499	15119	
Dollars	28,338,883.23	9,958,189.49	2,104,684.36	40,401,757.08	
Units	428,424	285,123	133,504		

Coming Soon …

- Meet with Leadership
- Meet with IME Provider Cost Audit unit and Fiscal staff to ensure understanding of the impact of changes, timelines for cost reporting
- DHS fiscal staff conducting rate modeling to assure cost neutrality
- Roll out proposed rate models to workgroup and public
- Finalize & format recommendations into “Waiver Language”
- Draft of entire Rule package

Coming Soon

- Invite comments from consumer advocacy community (APSE, BIA-IA, DD Council, ICIE, Olmstead Consumer Taskforce…)
- Vet proposed rules through all stakeholders again prior to final submission to initiate the Administrative Rules review process
- Submission to CMS for approval

What can you do?

- Visit the MHDS Employment Website http://www.dhs.state.ia.us/mhdd/2012/Employment.html
- Explore how your agency can be a part of the system redesign
- Ask how your business model today fits the funding realities of the future (Region, Medicaid, Managed Care, Other)
- Candidly express your fears and concerns, and offer solutions
- Continue to ask questions

Additional Resource Materials

MHDS Employment Website:
http://www.dhs.state.ia.us/mhdd/2012/Employment.html
Look towards the bottom of the page for these materials

IVRS Website:
http://www.ivrs.iowa.gov/

To learn more about ODEP's Employment First initiatives visit: http://www.dol.gov/odep/topics/EmploymentFirst.htm

To learn more about the SELN visit:
http://www.selnmembers.org/homepage

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