

Questions from Iowa Disability Employment Community Feedback Webinar July 31, 2013

Is it too late to get involved in the crafting of the requirements and the workgroup?

The workgroup is established, however input is welcomed. You may access materials and information at: <http://www.dhs.state.ia.us/mhdd/2012/Employment.html> If there is something you want that is not there, contact Lin Nibbelink at lnibbel@dhs.state.ia.us

Is the CMS bulletin that was attached representative of what the law states in terms of the minimum wage because the bulletin seems clear that sub minimum wage is not acceptable.

Yes the Informational Bulletin represents the current regulation. Code of Federal Regulations: Title 42 CFR 440.180

Could benefits planning be under Pre voc as a summary analysis and then more detailed under supported employment services?

Benefits Planning could be added to either Prevocational Services as a Benefit analysis or Individual Employment once the person is employed as Benefit Planning depending on the workgroup and public feedback

I have heard of counties funding employment services through a temporary subsidy to help start to get services through a CRP in their area... does anyone here have any experience with that or have heard of that?

Counties/Regions that have funding available will occasionally work with agencies on a case by case basis to meet an individual's specific needs. It would be important to talk to the local CPC/Regional CEO about this issue.

Are the benefits planning questions revolving around reporting income to SSI/SSDI?

Benefits Planning is designed to inform Social Security Disability Insurance (SSDI) beneficiaries and Supplemental Security Income (SSI) recipients about their disability benefits and the use of the work incentives.

If pre voc is time limited, will that be per person, per CRP, or will it be a ONE and DONE for the person? That could be a problem, especially for younger people who may mature ...

Specific time limits have not been identified; however CMS has provided that Prevocational services are intended to be time limited with the outcome of leading to a job in the community.

What is the CMS definition of time limited for pre-voc?

While CMS has not defined a specific time limit, the CMS Sept 19, 2011 Informational Bulletin regarding Updates to the Section 1915 (c) Waiver Instructions and Technical Guide Regarding Employment and Employment Related Services explains that Pre-vocational services are not an end point but a time-limited service (although no specific limit is given) for the purpose of helping someone obtain competitive employment.

The revisions to the Waiver Instructions and Technical Guide specifies that prevocational services are expected to occur over a "defined period of time" and with "specific

outcomes to be achieved.” The “defined period of time” and the “specific outcomes to be achieved” must be “determined by the individual and his/her service and supports planning team through an ongoing person-centered planning process.” All prevocational services should be reviewed no less than annually (more frequently as necessary or as requested by the individual).

Is the state's suggested 2 year time limit a "life time" limit? Can a person move back into pre-voc if left for employment and subsequently became unemployed again?

The state has not recommended a specific time limit, the time limits referenced of two to five years maximum is what other states have established as their time limits for Prevocational service funding.

Can employment at sub-minimum wage be an outcome even though the intended is minimum or above wage?

We would not consider employment at sub-minimum wage to be a successful outcome of employment services. Sub-minimum wage may be paid to individuals whose earning capacity or productivity is impaired by a physical or mental disability, including those related to age or injury, for the work to be performed. Employment at less than the minimum wage is designed to prevent the loss of employment opportunities for these individuals. Certificates issued by the Department of Labor’s Wage & Hour Division are required for this type of employment.

See the US Dept of Labor Wage and Hour Division Fact Sheet #39 on The Employment of Workers with Disabilities as Special Minimum Wages.

<http://www.dol.gov/whd/regs/compliance/whdfs39.pdf>

Has there been discussion of individuals being able to earn over 50% of minimum wage while on pre-vocational services?

The department clarified that while earning 50% or more of minimum wage is not a disqualifier for Prevocational services it should trigger a review of the service and whether it remains appropriate.

Benefits planning is a great additon to supported employment services. Can job coaching assist them with setting up and maintaining the plan such as an IRWE or PASS plan? Example- helping consumer with a PASS plan to purchase a car or go to school and the staff would help that consumer calculate their income to put into their plan.

Benefits Planning could be added to either Prevocational Services as a Benefit analysis or Individual Employment as Benefits Planning depending on the workgroup and public feedback

Do the CMS guidelines allow for supported education supports within career development definitions?

Supported education provides supports to assist people with psychiatric disabilities to take advantage of skill, career, education and interpersonal development opportunities within a normalizing academic environment. This type of service is the responsibility of the Department of Education for children or the responsibility of the Vocational Rehabilitation Service for adult job seekers.

Pre-voc: are they currently able to assist people with managing their own money or is that something that's coming in the near future?

Assisting an individual with money management is currently considered community living skill activities and should be provided as part of a Supported Community Living Service or a Home Based Habilitation service. Money management and budgeting are not activities that lead to an outcome of employment.

Where can I get a copy of the powerpoint?

The powerpoint presentation is available at
<http://www.dhs.state.ia.us/mhdd/2012/Employment.html>

Does Medicaid plan to add benefits planning as a separate billable service?

Medicaid is exploring this option through the assistance of the Medicaid Infrastructure Grant funding; however with Employment Service Redesign, Benefits Planning could be added to either Prevocational Services as a Benefit analysis or Individual Employment once the person is employed, as Benefit Planning, depending on the workgroup and public feedback.

I feel strongly career planning does not belong within day habilitation services.

Thank you for your comment. This was a topic of some considered discussion among the Workgroup.