



## **Iowa's Disability Employment Services Community Feedback Webinar July 31, 2013 2:00 – 4:00 PM**





## Iowa Employment Vision

*“Employment in the general workforce is the first priority and the expected and preferred outcome in the provision of publically funded services for all working age Iowans with disabilities”*





## SFY11 State and County Funds Spent on Adult Employment Services

Funds spent on Adult Employment Services:

**\$39,365,915**

Amount spent on **Community Based Work Services:**

**\$8,522,224**

**22%**

Amount Spent on **Facility Based Work Services:**

**\$30,845,691**

**78%**





## Outcome Goal for this Work

*A service and funding system that is individualized and flexible over the person's employment lifecycle and that coordinates the use of all available resources toward individual jobs.*





## Community Conversations June 2013

- Held in collaboration with Iowa Vocational Rehabilitation Services (IVRS) and the Iowa DD Council
- Atlantic, Storm Lake, Ames, Ottumwa, and Waterloo
- Facilitated by Dale Verstegen, TransCen, Inc
- 152 Attendees
- **The Key Assumptions** are referred to in the next few slides, which summarize these Community Conversations.



## What Do You Like?

- Payments for indirect staff time included in rate (E)
- High quality staff must be compensated (C)
- Provider skills must be consistent across the state (F)
- Rates must be based on staff costs (D)
- Transportation as a separate cost item (K)
- Funding system should acknowledge and balance the long term costs (M)
- Individual level of need matters (J)
- Predictable funding stream that allows providers to maintain employment supports (G)



## What Concerns You?

- Employer and community buy in
- Concern about addressing individual level of need (J)
- Increasing the expectation and demand
- Gaps that occur in the continuum of services
- Complementary Case Management systems (L)
- Staff compensation (C)
- Predictable funding stream that allows providers to maintain employment supports (G)
- Some services must be time limited (H)



## What is Missing?

- Employer and community buy in
- Benefits Planning
- Schools
- Gaps in the continuum of services
- Expectation and demand
- Funding systems acknowledge and balance the long term costs (M)
- Role of Vocational Rehabilitation





## What will this allow you to do?

- Increase expectation and demand
- Including indirect staff time in rate (E) *allows*
  - A stable work team for long term supports (G) *and*
  - Compensating high qualified staff (C)
- Address individual level of need (J)
- Funding systems that acknowledge and balance the long term costs (M)
- Maintain consistent provider skill sets (F)



## Workgroup from Forum Attendees

- Thirty representatives of community providers from all areas of the state and many of the stakeholder constituencies.
- Will meet at least six times through this fall to discuss and recommend Medicaid Service Definitions, Employment Service and Provider Capacity, and funding methodologies.
- Two meetings have been held so far covering Service Definitions.



## Iowa Medicaid Employment and Day Services

- Supported Employment
  - Iowa has three –
    - services to obtain employment,
    - services to maintain employment (includes enclave and job coaching),
    - enhanced job search
- Pre Vocational
- Day Habilitation



## Center for Medicaid and Medicare Services (CMS)

- New guidance for HCBS Employment Services (9-2011)
  - Separated Individual and Small Group Employment Services
  - Added a definition for a Career Planning Service
  - Indicated that Pre Vocational Services must be time limited
  - Stated the outcome of these services should be Community Based Integrated Employment



## Individual Supported Employment Recommendations

- Largely adopt the CMS guidance by incorporating the activities to obtain and maintain employment.
- Our current enclave definition will be covered in the Small Group Supported Employment (SE).
- Include the intended outcome of ***“sustained employment paid at or above minimum wage in an integrated setting in the general workforce. In a job that meets personal and career goals.”***



## Individual Supported Employment Recommendations

- Specifically include Self Employment activities
- Include our current activities such as job development and analysis, job coaching, employer consultation and support, transportation coordination, accommodations and assistive technology.
- Add benefits planning, financial self sufficiency training, career planning, and other activities not related to specific job skill training.
- Exclude volunteering (this is within Pre Voc and Day Hab).



## Small Group Employment Recommendations

- Largely adopt the CMS guidance.
- Include the outcome goal and refine it to include referral to Individual SE.
- Include many of the activities from Individual SE
- Transportation in service and rate.
- Keep that participants may be paid less than minimum wage.





## Career Planning Service

- **CMS Guidance states:**
  - Can stand alone and also can be included as an activity within other services.
  - Is focused and time limited, aimed at developing a plan for achieving integrated employment at or above minimum wage.
  - Can be focused on career advancement.
  - The outcome is documentation of a career objective and a plan to guide individual employment supports.







## Career Planning Service Recommendations

- Include both as an activity within other employment and day services AND as a Stand Alone Service.
- Benefits planning, financial education, assistive technology exploration are included activities.
- Volunteering, job shadowing, and other community based experience activities are also appropriate.
- Within Day Habilitation this service would focus on career exploration activities.





## Pre Vocational Service

### CMS Guidance:

- Designed to create a path to community based employment
- Time limited service for the purpose of helping to obtain individual employment
- Volunteering is an activity of exploration and not the outcome of services.
- As part of individual's plan, should be reviewed no less than annually.



## Pre Vocational Service Recommendations

- Largely adopt the CMS Definition and covered activities.
- Add Financial literacy, as well as other career planning and exploration activities.
- Add the expected outcome is individual community based employment.
- Set the prevocational service time limits so that they do not apply if you are in an individual job (part time) OR you are actively engaged in seeking individual integrated employment
- Adding a 12-24 month time limit for Pre Voc only was discussed.



## Day Habilitation Service Recommendations

- Largely adopt the CMS Definition
- Add a career exploration activity and clarify the difference from career planning.
- Add retirement activities.
- Include volunteering with the clear purpose of community involvement.
- Encourage community based service delivery.



## Next Steps

- Incorporate today's comments into the workgroup recommendations
- Refine and format the recommendations into "Waiver Language"
- Workgroup meetings in August to discuss capacity building and September to discuss funding methodologies.
- Draft of entire package in November
- Webinars on August 28 and September 25



## **Additional Questions or Comments?**

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## **Additional Resource Materials**

We continue to post resource information to the MHDS Employment Website:

<http://www.dhs.state.ia.us/mhdd/2012/Employment.html>