



INTERHAB

## **Employment Services Recommendations**

### **Transition**

- A seamless transition from school to VR should be established – with VR &/or Education funding service providers who facilitate competitive, community based employment a year or more before exiting school.
- Use of a comprehensive data tracking system focused on integrated employment outcomes.

### **Incentivize Rates**

- Use of funding incentives to encourage the expansion of integrated employment opportunities and funding disincentives to discourage the use of facility-based employment and non-work services.
- VR fees should cover the average cost of securing stable employment for people with developmental disabilities, or fees should be individualized based on need. Vendors who meet certain performance standards or “preferred” status would receive higher reimbursement.
- Reimbursement rates should be changed for services provided to persons of a working age, by offering a significantly higher rate for Supported Employment services than for other Day services.
- Incentives should be offered to providers who assist people to become independent enough to forego Waiver funded services. For example, providers could receive one time funding grants to build further capacity in their programs, or the ability to take a person off the waiting list who has identified the provider as their chosen provider. Utilization of incentives should be a net cost neutral distribution of resources but could be a barrier to implementation.
- The reimbursement should be based on the number of hours the person works vs. number of hours of supports that are provided.
- There should be an incentivized rate for providers who achieve some level of employment-related certification or accreditation (both at the individual and organizational levels).

- That the system offer bonuses to providers for successful placement of persons in competitive jobs in integrated settings (could be based on a percentage of person's served v. employed)
- That the system offer bonuses to providers for successful retention of persons in competitive jobs in integrated settings
- An HCBS reimbursement model in which payment is based on outcomes rather than level of disability (i.e. a higher reimbursement for persons in competitive employment services vs. those who are not)
- An HCBS reimbursement model that incentivizes providers who achieve some level of employment-related certification or accreditation (both at the individual and organizational levels)
- That funding and resources are designed to support quality and the "best practices" related to employment. In the future, the group will define specific recommendations for assessment, job support, job development, and on-going training.
- That an employment services rate study / audit be done to determine costs of successful programs/providers.

### **Long term Supports**

- Providers of employment services and school district employment staff should focus on career development beyond the first available job match. Funding systems will be continuously monitored for quality and long-term success.
- Those phases include employment retention and we must recognize that many persons need an on-going, nominal level of support.

### **Training for providers**

- Investment in on-going training and technical assistance.
- Commitment to supporting organizational change among facility-based providers.
- Service provided by job coaches, job developers and other employment specialists will be professionalized (possibly through certification)
- VR should establish a certification &/or licensure requirement for their vendors, including core training requirements for job coaches, job developers and job specialists. Successful vendors will be granted "preferred" status.

- That all licensed MR/DD Targeted Case Managers participate in at least 10 hours of training per year related to current State and Federal law related to employment of persons with IDD.
- That staff of Managed Care Organizations participate in at least 10 hours of training per year related to current State and Federal law related to employment of persons with IDD.
- The development of a consistent data-based way of publicly recognizing providers who are successfully moving persons from non-work to work to independence (Ticket to Work database is a good example).

### **Services for non-waiver eligible persons**

- That KDADS explore the development of an “i” waiver that could support employment services for those who are not currently eligible for the “c” waiver.
- (This recommendation comes from InterHab’s white paper on Medicaid reform, August 2011). It is recommended that the State take full advantage of federal incentives within Medicaid to better serve Kansans with developmental disabilities. For example, this year all SGF funding has been eliminated that was providing supports for persons with developmental disabilities who do not qualify for the HCBS Waiver. CMS has recently authorized a 1915 (i) waiver which authorizes states to develop services for persons with disabilities who do not qualify for services under the current HCBS waiver. The State could develop a waiver 1915 (i) that seeks to increase competitive employment outcomes for persons who no longer qualify for state only funding. Maximization of the use of federal dollars would save the state money in the long term because by not serving this population, other service systems will be dealing with persons who cannot access appropriate supports from the developmental disability service system. The State could write such a waiver to very narrowly serve a group who cannot access the current waiver in employment related services only.