

# HCBS Adult Services and Employment Outcomes

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# Service Definitions and Expectations



- **Employment First**
- **Adult Day Support**
- **Vocational Habilitation**
- **Group Employment Supports**
- **Individual Employment Supports**
- **Career Planning**
- **Career Exploration**
- **Career Discovery**

# Employment First



**ACCORDING TO STATE LAW IN OHIO,  
EMPLOYMENT SERVICES FOR PEOPLE WITH  
DEVELOPMENTAL DISABILITIES SHALL BE  
DIRECTED AT COMMUNITY EMPLOYMENT  
AND ALL PEOPLE WITH DEVELOPMENTAL  
DISABILITIES ARE PRESUMED CAPABLE OF  
COMMUNITY EMPLOYMENT.**



# Employment Pathways



- 1. The individual is already engaged in community employment and needs support for job stabilization, job improvement, or career advancement;
- 2. The individual expresses a desire to obtain community employment but is not currently employed and needs support to obtain employment or identify career options and employment opportunities;
- 3. The individual is unsure about community employment and needs support to identify career options and employment opportunities and the economic impact for the individual of the decision to work; or
- 4. The individual does not express a desire to work and needs support to learn more about careers and employment opportunities and the economic impact for the individual of the decision not to work.

# Individual Budget



- **Budget limitation"** means the funding amount available to enable an individual to receive adult day support, career planning, group employment support, individual employment support, and/or vocational habilitation within each waiver eligibility span.
- This is independent of other services such as non medical transportation, homemaker personal care, etc..

# Individual Budget



- The individual budget for each acuity score for Medina County are;
  - Acuity A and A1 is \$10,790
  - Acuity B \$19,435
  - Acuity C \$32,370

# Administrative Review



- Recipients of waiver services who demonstrate that situational demands associated with any adult service in which they desire to participate require a group assignment and resulting budget limitation that is greater than the group assignment resulting from administration of the acuity assessment instrument may submit a request for administrative review.
- Administrative review requests shall not be accepted for individuals having group assignment C.

# Non-medical Transportation



- **Non-medical transportation“ (NMT) means transportation that is used by individuals enrolled in individual options, level one, and self-empowered life funding waivers to get to and/or from a place of employment or to access adult day support, career planning, group employment support, individual employment support, and/or vocational habilitation. Whenever possible, family, neighbors, friends, or community agencies that provide transportation without charge shall be utilized.**
- **The individual budget cap for NMT is \$10,244.**



# Adult Day Support



- **Adult Day Supports are provided in a non-residential setting that enhance skills, community membership and independence, and personal choice in order to attain or maintain maximum potential.**
  - Supports to participate in community activities, including recreational and leisure activities consistent with individual interests, skills, and goals.
  - Supports to develop and maintain a meaningful social life
  - Supports to increase problem solving skills
  - Personal care
  - Skill reinforcement
  - Education in self-determination
  - Assistance with self-medication or medication administration
  - This service applies to agency providers only.

# Adult Day Support



**Expected Outcome:** The development of skills that lead to greater independence, community membership, relationship building, self-direction, and self-advocacy.

**Adult Day Support Can:**

- Be in the community
- Be in a building
- Include a combination of multiple locations
- Include volunteer opportunities
- Be provided on weekends and/or evenings

# Vocational Habilitation Services



- Vocational Habilitation services are services designed to teach and reinforce habilitation concepts related to work, including responsibility, attendance, task completion, problem solving, social interaction, motor skill development, and safety.
  - Developing a systematic plan of instruction and support
  - Providing assistance to increase social integration
  - Support and training for individualized or community-based transportation services
  - Support to increase problem solving skills and meet job expectations
  - Assistance using natural supports and community resources
  - Education to maintain current skills (including hygiene, work skills, etc.)
  - Developing and implementing a transition plan
  - Assistance with self-medication or medication administration
  - Can be provided only by an agency provider.

# Vocational Habilitation Services



**Expected Outcome:** Advancing the person on the path to community employment and ultimately competitive integrated employment in a job well matched for that individual:

- Support the individual's membership in the community
- Enhances general, transferrable employment-related skills
- Require an annual, individualized progress report
- Is a step toward employment
- Can include volunteer opportunities
- Services are expected to occur over a defined period of time with specific outcomes to be achieved determined by the individual and his or her team.
- Outcomes can include referral to career discovery/exploration services or other available supports to enhance community employment opportunities.

# Daily Rate vs 15 Minute Billing Unit



- Daily Rates are ONLY applicable when NO RATE modification is billed and when between 5 and 7 hours of service has been provided. Daily rates for each acuity score are;
- A: \$41.50 A1: \$31.09 B: \$74.75 C:\$124.50
- In the medical, behavioral or community integration add on is billed, or the provider bills for less than 5 hours or more than 7 hours then the 15 minute billing units must be utilized. Per unit rates for each acuity are;
- A: \$1.66 A1: \$1.25 B: \$2.99 C: \$4.98

# Group Employment Supports



- **Group Employment Supports are provided in a community setting for groups of workers with disabilities who have paid employment and work experiences. The outcome of group employment supports is experience to further career development with the outcome of individual competitive, integrated employment. The service includes:**
  - Employment Planning
  - Work Adjustment
  - Job analysis
  - Training and systematic instruction
  - Job Coaching
  - Transportation training, planning and arranging
  - Career advancement services

# Groups Employment Supports



**Expected Outcome:** Advancing a person on the path to community employment and ultimately competitive integrated employment in a job well matched for the individual.

## **Group Employment Supports:**

- Supports the individual's community employment goals.
- May be one larger group that separates in to many small groups at one location.
- May be one small group that travels to many different locations.
- Promotes interactions between participants and people without disabilities in an integrated setting.
- Does not include self contained enclave settings.

# Community Employment



- Community employment means competitive employment that takes place in an integrated setting.
- Competitive employment means full or part time work in a competitive labor market which is at or above minimum wage and not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by persons who do not have disabilities.



# Individual Employment Supports



- Individual Employment Supports are provided in a way that matches the individual's interests, strengths, priorities and abilities, and meets the individual's personal and career goals. The outcome of IES is to support sustained competitive, integrated employment including customized and self-employment.
- IES are provided in an individualized manner to address any performance or personal concerns with the person and their employer.

# Individual Employment Supports



- **Expected Outcome:** Sustained competitive integrated employment in a job that is well matched to the individual's interests, strengths, priorities, and abilities and that meets the individual's personal and career goals:
- **Individual Employment Supports:**
  - Are provided one on one
  - Supports an individual in maintaining or advancing in current competitive employment
  - Promotes interactions between participants and people without disabilities in an integrated setting
- **Services include:**
  - Job coaching
  - Assistive technology training
  - Personal care and assistance (can be a component but not entire service)

# Career Planning



- The outcome of the career planning service is the attainment of competitive, integrated employment or career advancement in a competitive, integrated job.
- This service is intended to be time-limited and personalized to support people in reaching their community employment goals.

# Career Exploration



- This service assists an individual to interact with job holders to observe jobs and tasks.
- Helps an individual make a decision about their career interests and options.
- Provides information interviews.
- Offers job shadowing opportunities
- Offers job tryouts.
- Rates: individual budget limitation applies

Agency= \$13.55/unit

Independent= \$8.50/unit

# Job Development



- Individualized service to develop a strategy to achieve competitive integrated employment.
- Can include; job site analysis, identifying necessary accommodations, and negotiating with an employer for customized employment.

Rates: individual budget limitation applies

Agency= \$13.55/unit

Independent= \$8.50/unit

# Self-Employment Launch



- A support to implement a self-employment business plan and launch a business.
- This service is intended to result in the achievement of an integrated employment outcome consistent with the job seekers personal goals as identified in their ISP and as determined through career exploration, situational observation, and career discovery.
- Rates: individual budget limitation applies
  - Agency= \$13.55/unit
  - Independent= \$8.50/unit

# Worksite Accessibility



- Time spent identifying the need for and ensuring the provision of reasonable worksite accommodations that allow the job seeker/holder to gain, retain, or enhance employment or self employment.
- Time spent ensuring the provision of reasonable accommodations through partnership efforts with the employer.
- Rates: individual budget limitation applies.
  - ✦ Agency= \$13.55/unit
  - ✦ Independent= \$8.50/unit

# Outcome Based Service Delivery



- The following components of Career Planning are billed based on outcomes. Service components will be authorized by SSA, but that does not authorize payment. Once the provider completes the specific service component, they must provide a report to the authorizing SSA. Once the SSA approves the report, payment shall be authorized within 10 calendar days. A provider must bill the appropriate procedure code based on the actual service component delivered.
- Assistive Technology Assessment
- Benefits Education and Analysis
- Career Discovery
- Employment/Self-Employment Plan
- Situational Observation and Assessment



# Assistive Technology Assessment



- Systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address barriers encountered by individuals with disabilities in employment and employment related transportation.
- Staff members who perform the assessment must hold the appropriate license or certification.
- A report is required for payment
- Rate (individual budget limitation applies):
- \$352.30

# Career Discovery



- Individualized and comprehensive process to help a job seeker reveal interest and activities that can translate into possibility for integrated community employment.
- Identifies interests in job market.
- Identifies skills, strengths, and other contributions that would be valuable to employers of in a self-employment setting.
- Identifies conditions necessary for successful employment or self-employment.
- Includes a written career discovery profile authored by the service provider and a report is required for payment.
- Rates: individual budget limitation applies
  - Acuity A= \$1,084.20
  - Acuity B= \$1,626.30
  - Acuity C= \$2,168.40

# Benefits Education and Analysis



- Provides information to job seekers, families, guardians, etc. about the impact of paid employment on a range of public assistance benefits.
- Staff members who provide benefits analysis must have completed nationally approved or accredited training in benefits analysis.
- Report required for payment. Max 4 BA reports/waiver span
- Rate(individual budget limitation applies):
- \$285.00

# Employment/Self Employment Plan



- An individualized service to create a clear plan for employment or the start up phase of self-employment.
- Includes a planning meeting involving the job seeker and other key people who will be instrumental in supporting the job seeker to become employed.
- Requires a written employment plan for payment.
- Rates: individual budget limitation applies
  - \$813.15/plan with a maximum of 4 plans per individual waiver span.

# Situational Observation and Assessment



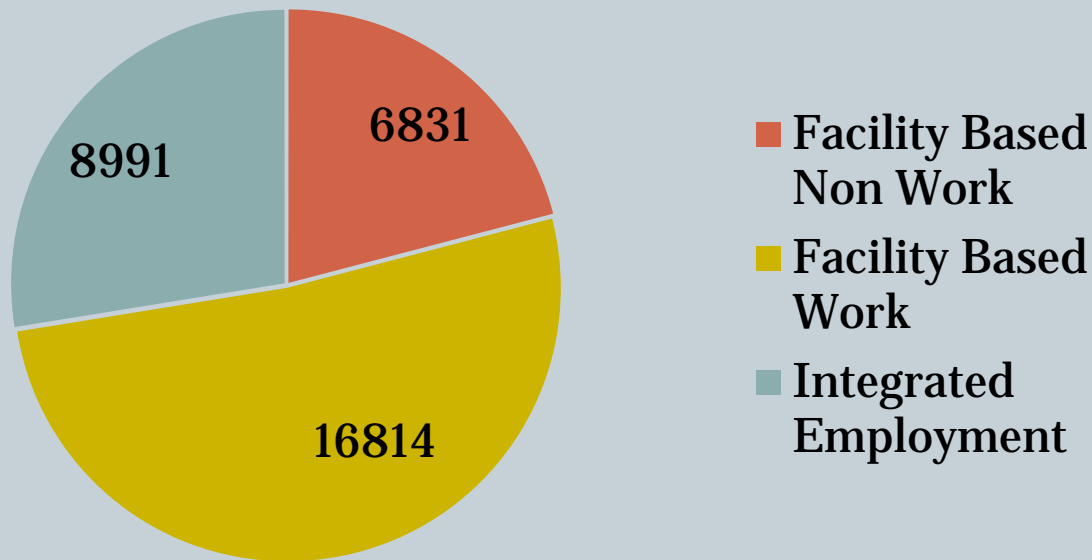
- Situational observation and assessment not to exceed 30 days, of the individual's interpersonal skills, work behaviors, and vocational skills through practical, experiential, community integrated, paid work experiences related to the individual's preferences.
- Requires a written report for repayment.
- Rates: individual budget limitation applies
  - \$813.15 per report with a maximum of 4 authorized per individual waiver span.

# Employment statistics



- 35,619 individuals receive adult services.

## **Individuals receiving adult services**



# Service Outcomes



- Each authorized service must include a clear and measurable outcome statement and expected activities that focus on an outcome to achieve and not the service to be provided.
- Services need to help enhance the individual's quality of life by promoting person-centered practices and community life engagement.

# Service Outcomes



- **Employment First rule dictates that for all employment related services a provider must submit a written progress report to the team annually (or as often as determined by the team) that demonstrates services provided are consistent with the individual's desired outcomes and that they have obtained employment or are advancing on their path to employment.**
- **Employment services should demonstrate progress toward competitive, integrated employment or include opportunities for career development and advancement.**



# Achievement Outcome Statements



- Outcome statements consist of the *what and the why*.
- The what is clear expectations of the result of the service, focused on what the person is hoping to accomplish with the service.
- The why is the reason/s the outcome is important to the person.
- The language should be person centered and individually driven based on the individual planning and discovery process.

# Achievement Outcome Statements



- Outcomes should be simple, easy to understand, and meaningful to the individual served.
- Outcomes should be written in a manner that clearly defines what the individual would like to accomplish and include measurable actions steps.
- The ISP team needs to develop the outcomes in concert with the individual's goals and wishes.
- The team should utilize a preplanning process to gain input from all team members and establish the framework of an outcome prior to an individual's ISP meeting.

# Outcome Structure



- **Achievement Outcome:** This is the long term goal that the individual would like to accomplish.
- **Current Status:** Where the individual currently stands with respect to their goal.
- **Milestone:** This is a shorter term objective designed to help the person towards the achievement of their long term goal.
- **Action Steps:** These steps outline what supports will be provided to help the individual accomplish their milestones and ultimately their achievement outcome. The provider should be able to take the action steps and develop a clear implementation plan.
- **Frequency/Duration:** How often and for how long the action steps will be implemented.

# Sample Outcome



- **Achievement Outcome:** Carl would like to obtain integrated employment in the retail field so he can increase his disposable income.
- **Current Status:** Carl is currently on pathway 3.
- **Milestone by 12/1/2018:** Carl will have identified the skills and requirements necessary to work in the retail field and will have developed a plan to increase those skills.
- **Action Steps:**
  1. Carl will receive staff support to research retail positions and identify relevant skills needed to succeed in the field.
  2. Carl will identify his strengths and areas he needs to improve to offer himself the best chance to obtain a job matched to his interests.
  3. Carl will have the opportunity to participate in career discovery and exploration to ensure and affirm his career interests.
  4. Carl will develop a plan to enhance his employment related skills so he can obtain a job in his desired field.

**Freq/Dur:** 1-3x/week; 60-120 minutes

# Helpful Links



- [http://www.ohioemploymentfirst.org/up\\_doc/EF\\_Work\\_Experience\\_Guide.pdf](http://www.ohioemploymentfirst.org/up_doc/EF_Work_Experience_Guide.pdf)
- <http://www.ohioemploymentfirst.org/>
- <http://dodd.ohio.gov/RulesLaws/Pages/RulesInEffect.aspx>
- <http://dodd.ohio.gov/IndividualFamilies/ServiceFunding/Pages/WaiverTypes.aspx>