Home and community-based services (HCBS) - Over 1.44 million people received Section 1915(c) waiver services in 2012, one of every 218 Americans.

Accounts for half of Medicaid home and community-based services expenditures

Total 1915(c) waiver expenditures in the CMS 372, $37.8 billion

- 40% for people with developmental disabilities
- 55% for older people or people with physical disabilities

Steve Eiken: Truven Health Analytics

National Association of State Director's of Developmental Disability Services
How States Use Medicaid

Figure 6

Most States Are Participating in Multiple Medicaid Home and Community-Based Services Options (HCBS) Provided or Enhanced by the Affordable Care Act, April 2015

NOTES: Included options – Money Follows the Person Demonstration, the Balancing Incentive Program, the Section 1915(i) HCBS state plan option, and the Section 1915(k) Community First Choice state plan option

SOURCES: Medicaid.gov and state websites.

National Association of State Director's of Developmental Disability Services
OPTIONS WITHIN A MEDICAID ENVIRONMENT

New Service Models

- Support families
- Develop relationship-based living arrangements
- Focus on employment
- Pay Family Caregivers

New Finance Models

- Implement resource allocation methodologies
- Adopt managed care strategies
- Look at new federal authorities for HCBSs
- Create support waivers

National Association of State Director's of Developmental Disability Services
USING AUTHORITIES: STATE EXAMPLES

Delaware

- iSpa – Pathways to Employment
- Youth and young adults as targeted population
- Individual integrated employment expected outcome/ cross system implementation

Tennessee

- MCO’s performance improvement plans
- Strong employment services including financial literacy and benefits information prior to working with certified benefit counselor

National Association of State Director’s of Developmental Disability Services
CHANGES IN HOME AND COMMUNITY BASED SERVICES (HCBS) REGULATIONS

HCBS Rules Were:
Published January 16, 2014
Effective March 17, 2014
The home and community-based setting requirements establish an outcome oriented definition that focuses on the nature and quality of individuals’ experiences.

The requirements maximize opportunities for individuals to have access to the benefits of community living and the opportunity to receive services in the most integrated setting.

The new standards are “experiential” and about “qualities” of the setting.
HCBS SETTING REQUIREMENTS

42CFR441.310(C)(4)

- Is integrated in and supports access to the greater community

- Provides opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources

- Ensures the individual receives services in the community to the same degree of access as individuals not receiving Medicaid home and community-based services

National Association of State Director's of Developmental Disability Services
· Ensures an individual’s rights of privacy, dignity, respect, and freedom from coercion and restraint

· Optimizes individual initiative, autonomy, and independence in making life choices

· Facilitates individual choice regarding services and supports, and who provides them
ENSURING OUTCOMES THROUGH PERSON-CENTERED PLANNING

- Opportunities to seek employment and work in competitive integrated settings

- Opportunity to engage in community life, control personal resources, **and receive services in the community to the same degree of access as individuals not receiving Medicaid HCBS**

- Includes individually identified goals and preferences related to relationships, community participation, employment, income and savings, healthcare and wellness, education and others

- Exclude **unnecessary or inappropriate services and supports**
State Transition Plan Updates

[Map showing state transitions with color-coded states: Full Approval, Initial Approval, Submitted, Draft]
"The Home and Community-Based setting... Provides opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources." (CMS 2014)
TRANSITION PLAN LETTERS AND CMS GUIDANCE

CMS noted in transition letters...

- States cannot comply with the rule simply by bringing individuals without disabilities from the community into a setting; compliance requires a plan to integrate beneficiaries into the broader community.
- Individuals receiving HCBS nonresidential services should be engaged in activities they choose, that reflect their individual interests and goals and simultaneously promote the individual’s desired level of community integration.

CMS noted in Non-Residential Guidance....... 

- States should consider carefully the extent to which settings compliance is met due to the nature of the service and/or the HCB qualities. For example, for individuals seeking supports for competitive employment, the state should consider whether the right service is being appropriately provided to achieve its goal, including the duration of the service and the expected outcomes of the service, or whether the provision of a different type of service would more fully achieve competitive employment in an integrated setting for the individual, in addition to whether the setting meets the HCB settings requirements.
Reverse Integration

- Reverse integration, or a model of intentionally inviting individuals not receiving HCBS into a facility-based setting to participate in activities with HCBS beneficiaries is not considered by CMS in itself to be a sufficient strategy for complying with the HCBS settings rule. Compliance requires a plan to integrate beneficiaries into the broader community.

- Settings providing day activities, should ensure that individuals have the opportunity to interact with the broader community of non-HCBS recipients, and provide opportunities to participate in activities that are not solely designed for people with disabilities or HCBS beneficiaries that are aging.

- Individuals receiving HCBS nonresidential services should be engaged in activities they choose, that reflect their individual interests and goals and simultaneously promote the individual’s desired level of community integration.
TRENDS IN EMPLOYMENT AND COMMUNITY LIFE ENGAGEMENT

National Association of State Director's of Developmental Disability Services
Employment is nature's physician, and is essential to human happiness.

- Claudius Galen (Galenus)
VALUES THAT GROUND THE DISCUSSION

- Employment of people with disabilities is a natural part of the human experience.
- Employment is a civil right (Americans with Disabilities Act 1990).
- Employment is an informed choice.
- Competitive, integrated employment is possible; individualized supports and services may be necessary.
- Employment is not defined by a disability group.
- Dignity of risk.

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FACT: Among all non-disabled, working-age adults 70% are employed and not all full-time.

*The question is not “can everyone work?“ rather:

1. How close can we get to the rate of non-disabled working adults?
2. If some states have good outcomes, how can we get there too?
3. Why wouldn’t we try to get more people working?
THE *DRAMATIC* IMPACT OF EMPLOYMENT ON MEDICAID CLAIMS

Research from around the country shows decreased Medicaid claims cost and many quality of life outcomes when persons with disabilities are employed.

- Kansas
- Utah
- New York
- Minnesota
This study was designed to determine whether participation in Medicaid for Employed People with Disabilities (MEPD)* impacts health care costs.

* MEPD is Iowa’s Medicaid Buy-in
IOWA PUBLIC POLICY CENTER LOOKED AT:

• Eleven years of claims data from 2000-2011
• Control group = SSI related Medicaid
• Study Group = MEPD (employment by definition)
• Same definition of disability
• Majority are dual eligible for Medicare

21% less than expected
RESEARCH LINKS

Lead Center - The Impact of Employment on the Health Status and Health Care Costs of Working-age People with Disabilities

Kansas: Working Health Chart book

Kansas: Employment as a health determinant for working-age, dually-eligible people with disabilities
http://dx.doi.org/10.1016/j.dhjo.2012.11.001

Utah Medicaid Cost study
http://www.workabilityutah.org/documents/about/MWI%20Full%20Report%202012-20-10.pdf

New York Poster abstract
https://appam.confex.com/appam/2012/webprogram/Paper3245.html

University of Iowa Public Policy Center study
NCI is an ongoing, multi-state collaboration of state ID/DD and Aging agencies interested in measuring how well public systems for people with developmental disabilities perform along several dimensions.

www.nationalcoreindicators.org
EMPLOYMENT INDICATORS

- The average monthly earnings of people who have jobs in the community.
- The average monthly hours worked of people who have jobs in the community.
- The percent of people earning at or above their State’s minimum wage.
- Of people who have a community job, the percent who receive job benefits.
- Of people who have a community job, the percent who were continuously employed during the previous year.
- Of people who have a community job, the average length of time people have been working at their current job.
Data on Choice Across the Nation
WORKING PEOPLE ARE MORE ACTIVE IN THE COMMUNITY

<table>
<thead>
<tr>
<th>Activity</th>
<th>Past Month Avg.</th>
<th>National Association of State Director's of Developmental Disability Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shopping**</td>
<td>4.9</td>
<td>8.8</td>
</tr>
<tr>
<td>On Errands**</td>
<td>3.5</td>
<td>6.2</td>
</tr>
<tr>
<td>For Entertainment**</td>
<td>2.8</td>
<td>0.9</td>
</tr>
<tr>
<td>Out to Eat**</td>
<td>2.4</td>
<td>0.7</td>
</tr>
<tr>
<td>Religious Services**</td>
<td>3.5</td>
<td></td>
</tr>
<tr>
<td>Out for Exercise**</td>
<td>1.7</td>
<td></td>
</tr>
<tr>
<td>On Vacation (in past year)**</td>
<td>2.0</td>
<td></td>
</tr>
</tbody>
</table>
## SELF SUFFICIENCY: NATION MEAN HOURS AND WAGES PER 2 WEEKS

<table>
<thead>
<tr>
<th>Type of Job</th>
<th>Hours worked</th>
<th>Gross Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive job</td>
<td>31</td>
<td>$267</td>
</tr>
<tr>
<td>Individually-supported job</td>
<td>26</td>
<td>$227</td>
</tr>
<tr>
<td>Group supported job</td>
<td>32</td>
<td>$186</td>
</tr>
<tr>
<td>Paid facility-based services</td>
<td>32</td>
<td>$72</td>
</tr>
</tbody>
</table>

Source: National Core Indicators Project 2014-2015

National Association of State Director's of Developmental Disability Services
### Table 11. Labor Market Success Indicators by Disability Status: 2014

<table>
<thead>
<tr>
<th></th>
<th>No disability</th>
<th>Any disability</th>
<th>Cognitive disability</th>
<th>Cognitive disability with SSI</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Percentage employed</td>
<td>72.9%</td>
<td>33.7%</td>
<td>23.5%</td>
<td>8.2%</td>
</tr>
<tr>
<td>(Employment rate)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Percentage unemployed</td>
<td>5.4%</td>
<td>6.3%</td>
<td>7.5%</td>
<td>3.0%</td>
</tr>
<tr>
<td>C. Percentage not in the labor force</td>
<td>21.7%</td>
<td>60.0%</td>
<td>69.0%</td>
<td>88.8%</td>
</tr>
<tr>
<td>Total (A+B+C)</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Unemployment rate (number unemployed / number employed + number unemployed)</td>
<td>6.9%</td>
<td>15.8%</td>
<td>24.2%</td>
<td>27.1%</td>
</tr>
</tbody>
</table>

Source: 2014 American Community Survey
EMPLOYMENT AND DAY SUPPORTS
IDD AGENCIES: NATION

Source: ICI National Survey of State IDD Agencies

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ENSURING A MEANINGFUL DAY
MEAN HOURS WORKED/WEEK
GROUP SUPPORTED JOBS

Source: National Core Indicators Project
2013-2014
ENSURING A MEANINGFUL DAY
MEAN HOURS WORKED/WEEK
INDIVIDUAL SUPPORTED JOBS

Source: National Core Indicators Project
2013-2014

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WHAT DOES THIS HAVE TO DO WITH EMPLOYMENT?

- Leading to employment
- Wrapping around employment
COMMUNITY LIFE ENGAGEMENT LEADING TO EMPLOYMENT

- Discovery
  "We use the day services to really evaluate people's skills and interests. And then... feed that information to our employment services team."

- Volunteer jobs
- Building soft skills
- Networking

Slide by Jen Sulewski UMass Boston

National Association of State Director's of Developmental Disability Services
COMMUNITY LIFE ENGAGEMENT
WRAPPING AROUND EMPLOYMENT

• Filling gaps in schedule
• Filling gaps in life experiences
• Exploring new job options
• Retirement
EMERGING TENETS: INDIVIDUALIZATION

- Probably the most-mentioned goal in expert interviews
- Person-centered planning and thinking
- Not necessarily 1:1 supports
EMERGING TENETS: INDIVIDUALIZATION

- Barriers to this include group supports and “programitization”

“What we don't want is people coming together in a building and all doing the same activity because that's what the program is set up to do.”

Slide by Jen Sulewski UMass Boston
EMERGING TENETS: INCLUSION

• Involvement in the community as anyone else would be

"You really want to set the expectation or understand how people are engaging in their local community. Are they going to the community center and participating in activities with everybody else? “

• Interaction with people without IDD

Slide by Jen Sulewski UMass Boston

National Association of State Director's of Developmental Disability Services
EMERGING TENETS: SOCIAL CAPITAL AND HUMAN CAPITAL

- Community life engagement should lead to relationships and social connections
  "What we've talked about some is whether those interactions during the service day end up resulting in interactions outside of the service day."

- Can also build human capital in the form of life skills, independent living skills
EMERGING TENETS: INDEPENDENCE/INTERDEPENDENCE

- Building skills for independence
- Peer to peer supports
- Community connections can facilitate fading of paid supports

“It's not necessarily about the person becoming more independent. It’s just as much about creating community around somebody.”

Slide by Jen Sulewski UMass Boston
STATE EMPLOYMENT LEADERSHIP NETWORK - 10 YEARS OF SUPPORTING EMPLOYMENT
We believe that employment is simply a person working at an individual job in a local business, earning the prevailing wage for that position or industry, alongside peers who do not have disabilities. The business is located within the community, and is not owned or managed by the support organization (or provider).

SELN 2013
High performing state framework continues to be key in making sustainable change......
PERCENT IN INTEGRATED EMPLOYMENT MEAN OF THE STATES MEMBER IN AT LEAST 2012-2014

**Graph Description:**
- The graph presents data on the percentage of integrated employment mean of states for member years from 2007 to 2014.
- Two lines are shown:
  - SELN (orange line)
  - Not SELN (green line)

**Data Source:**
- IDD Agency Survey
- Complete data 2007-2014
- SELN n=15; Not SELN n=20

**Note:**
- The percentages are shown for each year from 2007 to 2014, with a slight increase in SELN participation over the years, while the Not SELN group shows a slight decrease.
LEADERSHIP

- Clear and unambiguous commitment to employment in individual community jobs Local and State level champions for employment.

- Identified lead employment staff.

- Regular messaging about employment.

- There is a network of stakeholders within the state who advocate for employment.
STRATEGIC GOALS AND OPERATING POLICIES

✓ Employment is identified as the preferred outcome in state policy

✓ State has measurable goals

✓ Operating practices including individual service plans and case management emphasize employment

✓ Expectations for employment outcomes are placed on providers

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Training and Technical Assistance

- High performing employment systems invest in the development and maintenance of a strong, competent workforce, building the skills of job coaches and developers, first line supervisors and key employment staff.

- Meaningful minimum qualification requirements exist for employment staff

- Outreach and training is targeted across stakeholders including job seekers, families, schools, case managers

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INTERAGENCY COLLABORATION AND PARTNERSHIP

- Relationships with key state and local partners

- DD partners with VR, education, mental health, Medicaid to foster employment outcomes

- Interagency policy and processes support employment outcomes

- Smooth transition between funding streams

National Association of State Director's of Developmental Disability Services
The outcome of employment in integrated community jobs is emphasized and supported through the state’s resource allocation formulas, reimbursement methods and rate setting practices.

State service definitions encourage a pathway to employment.
State supports and encourages innovation in employment services and options

The state disseminates information about creative strategies and outcomes

Supports encourage individuals who may not elect to participate in community employment to pursue a pathway to employment
PERFORMANCE MEASUREMENT AND DATA MANAGEMENT

- Comprehensive data on employment outcomes measure progress, benchmark performance, and document outcomes.

- Information is used to evaluate and track results, inform policy, and improve provider contracts and service agreements.

- Data are shared with stakeholders.
QUESTION-AND-ANSWER PERIOD
National Association of State Directors of Developmental Disability Services

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