



Project SEARCH and Managed Care in Kansas

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Centene has engaged Lifeshare – a respected and progressive provider of individualized services - to develop, deliver and coordinate programs and care models within Sunflower Health Plan to support a “whole life” approach for people with IDD.

Our Vision and Desired Outcomes

What do we envision for Sunflower Members? Services that are...

- Most Innovative.
- Least Restrictive.
- Most Inclusive.
- Individualized.
- Community Based.
- Aligned with specific person centered goals.
- Protect and promote civil rights.



Integrated Care Management



Sunflower Health Plan Integrated Care Teams are locally available in Kansas to assist members in LTSS. The Integrated Care Team approach includes:

- The assignment of a primary long-term care manager
- Integrated Life Planning with person-centered goals
- Integrated Service Planning with individualized, whole person supports
- Specialized supports from the integrated team: health, behavioral health, pharmacy, community supports, etc.



Low expectations = Low outcomes



- Nationally, only 18% of adults with developmental disabilities are employed compared to 68% employment rate for adults without disabilities. (ICI, 2013)
- “Employment First”- Established in Kansas policy in May 2011... *“Competitive, integrated employment shall be considered the first option when serving persons with disabilities who are of working age to obtain employment.”*

Connecting Dreams to Employment



- Discovery opportunities
 - Business tours, career fairs, employment talks
- Mentorships
- Internships
- Paid employment during high school - #1 predictor for success after high school!
- Volunteerism

Connecting Dreams to Employment (cont.)



- Increasing expectations of employment for all regardless of disability or level of severity
- Having no dreams is like having no life.
- Believe in your dreams because they might come true.
- Incorporating what employers are looking for into day services



Why Project SEARCH?

- Proven model of employment success in Kansas
- Community-based learning that leads to competitive employment
- Individualized and group instruction that also increases independence in other life areas (i.e. transportation, self care and awareness, social development, time management, etc.)
- Capitalizes on natural supports
- Increases social capital/network for individuals who are sometimes limited in their ability to meet people outside of family and paid professionals
- Shared values with ADA, Olmstead, CMS Final Rule for inclusion, integration and access to employment and least restrictive services



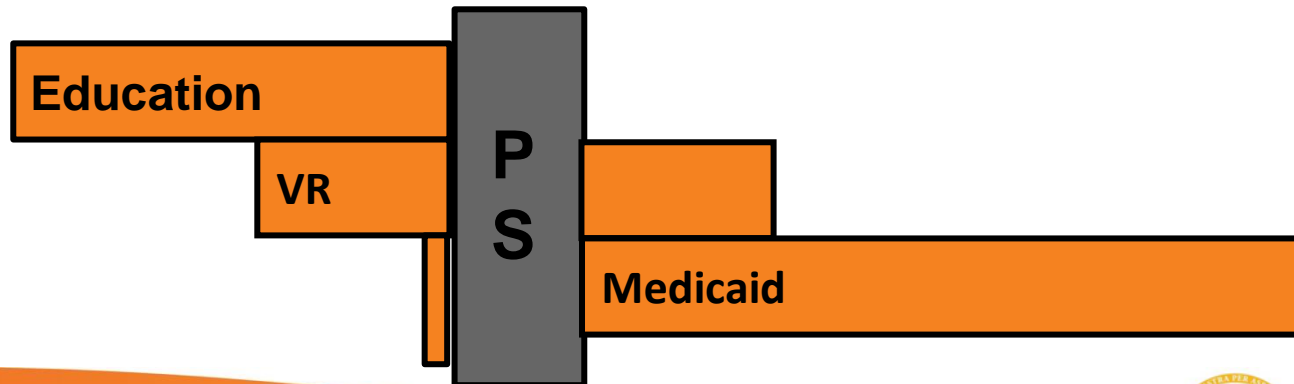
Employment Models



Serial Funding (Kansas)



Project SEARCH



Project SEARCH Model



School-to-work transition program for young adults with Intellectual/Developmental Disabilities.

Founded in 1996 at Cincinnati Children's Hospital to address high turnover in entry level positions at the hospital.

International program with over 350+ programs with 73% success rate in competitive employment.

Utilizes 3 different **internship rotations** immersed in host businesses across 9 months that teach marketable, transferrable work skills.

Fully integrated work settings learning REAL jobs.



McConnell Air Force Base Video



Single Goal of Project SEARCH:

Competitive Employment In an Integrated Setting

- Year-round work
- 16 hours/week or more
- Minimum wage or higher
- Individual jobs - working alongside coworkers without disabilities
- Based on interests and abilities of interns
- Customized job-search assistance



Project SEARCH

Eligibility Requirements



- 18 – 21 years old in last year of school eligibility
- Adult or combined (hybrid) model
- Appropriate hygiene, social, and communication skills
- Ability to take direction and change behavior
- Access public transportation
- Pass drug screen, background check
- Desire to Work!



Model Fidelity

- Collaboration between agencies.
- Single point of entry
- Braided funding.
- Business led.
- Onsite support staff.
- Nontraditional jobs.
- Existing jobs.
- No enclaves or workshops.

Model Fidelity

- Minimum wage or higher.
 - National average wage per hour is \$9.50 and 25.4 hours per week for employment after Project SEARCH.
- People with significant disabilities.
- Education door vs. Volunteer door
- **Only one measure of success for Project SEARCH: Competitive employment.**

Non-Traditional Jobs



“Not the easiest jobs but complex and systematic.”

-Erin Riehle, Co-Founder/Director of Project SEARCH



Three Internships



- Marketable Skills
- 4 – 5 hours of day, 910 hours per year
- Work/ Social Skills
- Integrated with Department
- Cascading skills
- For the benefit of the student, not the benefit of the host employer



National Industry Partners

Committed to Diversity in the Workforce



- Healthcare
- Government
- Banking and Insurance
- Retail
- Distribution Centers
- Universities
- Manufacturing
- Hotels/Resorts
- Oil Refineries
- Military Installations



Over 350 individually licensed programs in 45 states and several countries.



Project SEARCH in Kansas



Kansas just completed its 5th year of implementation and is experiencing a **70% success rate** with securing employment for Project SEARCH interns. Over 250 young adults participated in the first 5 years in Kansas.

Project SEARCH Host Businesses across Kansas

(typical host businesses have 200+ employees)

- Salina Regional Health Center, Salina
- Newton Medical Center, Newton
- Lawrence Memorial Hospital, Lawrence
- University of Kansas, Lawrence
- Butler Community College, El Dorado
- Susan B. Allen Memorial Hospital, El Dorado
- Sedgwick County Government, Wichita
- Via Christi Hospital, Wichita
- Johnson County Government, Olathe
- Embassy Suites, Olathe *
- McConnell Air Force Base, Derby
- Hampton Inn & Suites, Mulvane

* New site August 2016



LifeShare Statewide Coordination

- **Will lead and expand** nationally recognized employment initiative in Kansas.
- **Aligned with high status businesses** in our communities.
- **Chair steering committee** comprised of MCO and state agency leadership.
- **Support IDD providers** with training and technical assistance in competitive employment across the state.
- **Promote employment** and possibilities for people with disabilities.
- **Create culture change** and increase expectations of employment for all.

Sunflower Health Plan



How Sunflower Health Plan staff support Project SEARCH in Kansas:

- Seek out opportunities to collaborate and increase expectations of employment
- Share information with members about local programs and events
- Serve on steering committees and business advisory councils
- Assisted with mock interviews
- Publish Project SEARCH success stories
- Provided business tours and career talks with managers
- Added day services to plans of care for Project SEARCH (adults)
- Secured additional resources from member connections to support high-school aged interns





Sunflower Health Plan serves as a secondary internship site for Johnson County Government Project SEARCH.

Shelly May, Kansas Project SEARCH Statewide Coordinator, and Alexandria Mitchell, Sunflower Health Plan Intern



Impact for People with IDD

- Provides access to evidence based model with employment outcomes (70% employment) exceeding national average (18% employment) and Kansas (10% employment of people with intellectual and developmental disabilities.)
- Provides access to real jobs that have competitive wages, increased hours per week, higher status positions.
- Increases social network, exposure to natural supports, helps facilitate independent living skills (such as transportation, self-care) and increases self-concept.
- Opportunity for career exploration to better match individual preferences and skill abilities.

Impact to Businesses



- Public Image and Relations
- Increase customer base
- Dispels Fears about Employees with Disabilities
- Increases Productivity and Satisfaction for all employees
- Improves work processes
- Access to talent
- Create culture change
- Increase expectations



Dispel fears: Workplace Accommodations



No more costly or dramatic changes than what business would do for any other employee. No increase in workman's compensation claims.



Increased productivity and satisfaction

Simple Solutions – Words to pictures, larger print
Counting systems, pictorial or written instructions.





sunflower
health plan™

Improved Process = \$\$\$

\$5 Solution – Labeled Diaper Drawer Dividers



Access to Talent Pool



Johnson County Government Project SEARCH



James W. Varnum
National Quality Award

**PATIENTS, FAMILIES & STAFF
CHANGING CULTURE TOGETHER**



Success in Kansas



- Proven model of success in Kansas
- Over 250 interns in first years of implementation
- Kansas received national outcome awards 3 years in a row – among 100% winners
- 75% of interns secured competitive employment
- Hourly wage range is from \$7.50-\$21.00. Hours per week range from 15 hours-40 hours.
- Employment services ongoing for those still job seeking after Project SEARCH year is over.



Success in Kansas



- New connections between business-school-disability communities.
- Cultural change within host businesses.
- Demonstrates need for “true” transition services and funding.

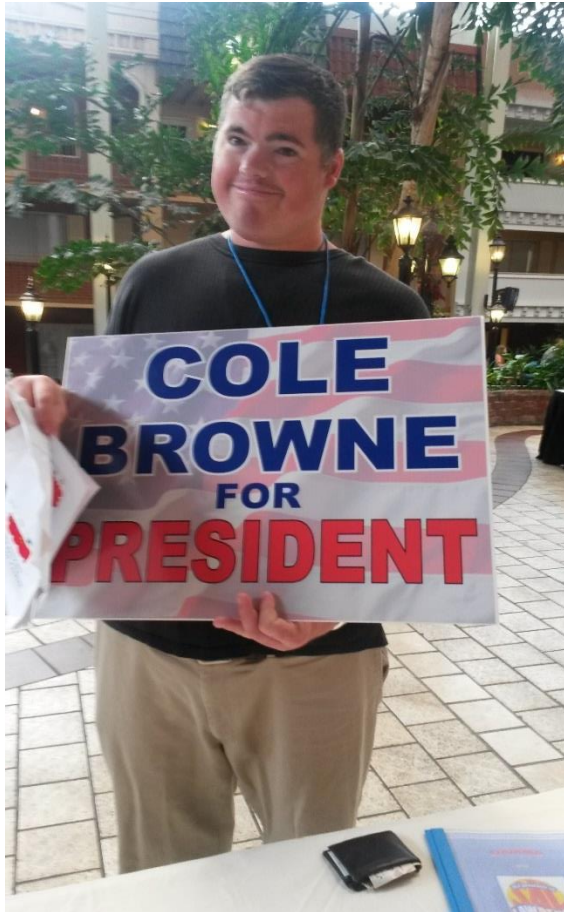


Create Culture Change

Stakeholders impacted by people with disabilities in the workforce.

- Board of Directors
- Corporate Leaders
- Human Resources/Hiring
- Managers/Co-workers
- Communities/Customers
- Individuals/Families
- Business Partners/Providers
- Government/Funding

Increase Expectations



“Low expectancy on the part of society is the single most critical deterrent to programs for persons with severe disability.”

Mark Gold, 1975

