Project SEARCH and Managed Care in Kansas

Stephanie Rasmussen, Senior Director, Medical Management
Nanette Perrin, Kansas Pathways Director
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.
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
Increase Choice

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)

Education | VR | Medicaid

Project SEARCH

Education | VR | Medicaid

9/13/2016
**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
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.
“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.
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

Dartmouth-Hitchcock
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