

*To protect and promote the health and safety of the people of Wisconsin*

# Advancing Competitive Integrated Employment in Long-Term Care Programs in Wisconsin

Curtis Cunningham

Amy Chartier

Bureau of Adult Long Term Care Services

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WISCONSIN DEPARTMENT  
*of* HEALTH SERVICES

# Agenda

- Mission, vision, and guiding principles for competitive integrated employment
- Waiver employment service definitions and Centers for Medicare and Medicaid Services (CMS) requirements
- CMS regulations and guidance
- Employment data
- State employment leadership network
- DHS efforts to increase community integrated employment
- Discussion and questions

# Mission, Vision, and Guiding Principles for Competitive Integrated Employment

# Division of Medicaid Services, Long-Term Care (LTC)

## Vision

People with diverse abilities empowered to realize their potential.

## Mission

Administer programs that provide people with high quality, person-centered services and supports.

# Guiding Principles for Competitive Integrated Employment

- DHS has established a list of guiding principles that build on the value of full inclusion.
- These principles are evidence-based practices and align with our vision for people with disabilities in our communities.
- We recognize that each person's path toward competitive integrated employment involves a person-centered planning process that may include a variety of experiences to build toward successful jobs.

# Guiding Principles, continued

- These principles do not limit or impact the provision of allowable services.
- These principles focus solely on advancing the goal of competitive integrated employment as an outcome.
- These principles will help lead our state in providing services and supports that result in competitive integrated employment.

# Competitive Integrated Employment Definition

“Competitive Integrated Employment is defined as work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage law (or the customary wage), or if self-employment, yields income comparable to persons without disabilities doing similar tasks; ...

## Definition, continued

... the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community; where the employee with a disability interacts with other persons who do not have disabilities and are not in a supervisory role, and; the job presents opportunities for advancement.”



# Guiding Principles

- Everyone can work in a job if it is matched to his or her unique skills and interests and they are provided with the right supports.
- Competitive integrated employment is the first and preferred employment outcome for all working-age youth and adults.
- Working creates a strong path toward better physical and mental health.

# Guiding Principles, continued

- Work is a pathway out of poverty, reduces reliance on public benefits, and is cost effective.
- Students with disabilities who have the supports to participate in general education classes and activities and take some type of postsecondary courses are more likely to obtain competitive employment, require fewer supports, and earn higher wages.

# Guiding Principles, continued

- When a child's parents, teachers, and other adults in their life expect that the child or teenager will work, they are up to five times more likely to work in the community as an adult.
- Having two or more paid community work experiences during high school means teens are five times more likely to work in the community after high school.

# Guiding Principles, continued

- To make informed choices about employment, people with disabilities need opportunities to receive comprehensive information about services available , work incentive benefits counseling, reasonable accommodations, supports, and opportunities to try a variety of community jobs.

# Guiding Principles, continued

- Interagency coordination at the state level with long-term care agencies, Department of Workforce Development's Division of Vocational Rehabilitation (DVR), Department of Public Instruction (DPI), businesses, technical colleges, and school districts, as well as local and regional coordination, is necessary for youth and adults with disabilities to achieve their employment goals.

# Guiding Principles, continued

- Society as a whole and businesses in all sectors of the economy can benefit from a workforce that includes, and actively engages, people with disabilities.

# Waiver Employment Service Definitions and CMS Requirements

## Competitive Integrated Employment

### Includes:

- Individual supported employment services
  - Paid support
  - Natural support

First and preferred  
outcome

## Community Integrated Employment

### Includes:

- Individual supported employment services
  - Paid support
  - Natural support

Group supported  
employment 



# Individual Supported Employment Services

- Ongoing supports provided to people who need intensive ongoing support to obtain and maintain an individual job
- Compensation at or above the minimum wage provided to people receiving individual supported employment services.

# Individual Supported Employment Services, continued

- The outcome of this service is sustained paid employment.
- Individual employment supports may include support to maintain self-employment, including home-based self-employment.

# Group Supported Employment Services

- Services and training activities are provided in a regular business, industry, or community setting for groups of two to eight workers with disabilities
- Small group employment support must be provided in a manner that promotes integration into the workplace.

# Group Supported Employment Services, continued

- The outcome of this service is sustained paid employment and work experiences leading to competitive integrated employment.
- Group supported employment is integrated employment rather than competitive integrated employment.

# Prevocational Services

- Designed to create a path to competitive integrated employment
- Expected to occur over a defined period of time
- Expected to help people make reasonable and continued progress toward participation in at least part-time, integrated employment
- Individual must indicate and document a goal of competitive integrated employment to receive prevocational services

# CMS Regulations for Prevocational Services

“Waiver funding is not available for the provision of vocational services delivered in facility based or sheltered work settings, where individuals are supervised for the primary purpose of producing goods or performing services ...

# CMS Regulations for Prevocational Services, continued

... The distinction between vocational and prevocational services is that prevocational services, regardless of setting, are delivered for the purpose of furthering habilitation goals such as attendance, task completion, problem solving, and interpersonal relations and safety, as outlined in the individual's person-centered plan.”

Center for Medicaid (2011). Updates to the §1915 (c) Waiver Instructions and Technical Guide regarding employment and employment related services.

# Person-Centered Planning

- Is critical in helping the individual achieve his or her employment outcomes
- Focuses on identifying what the individual wants to do and how to get there
- Assists the individual is developing skills and managing limitations or barriers
- Helps the individual realize his or her dreams



# Employment Data

# Current Long-Term Care Enrollment

## Family Care, Partnership and PACE

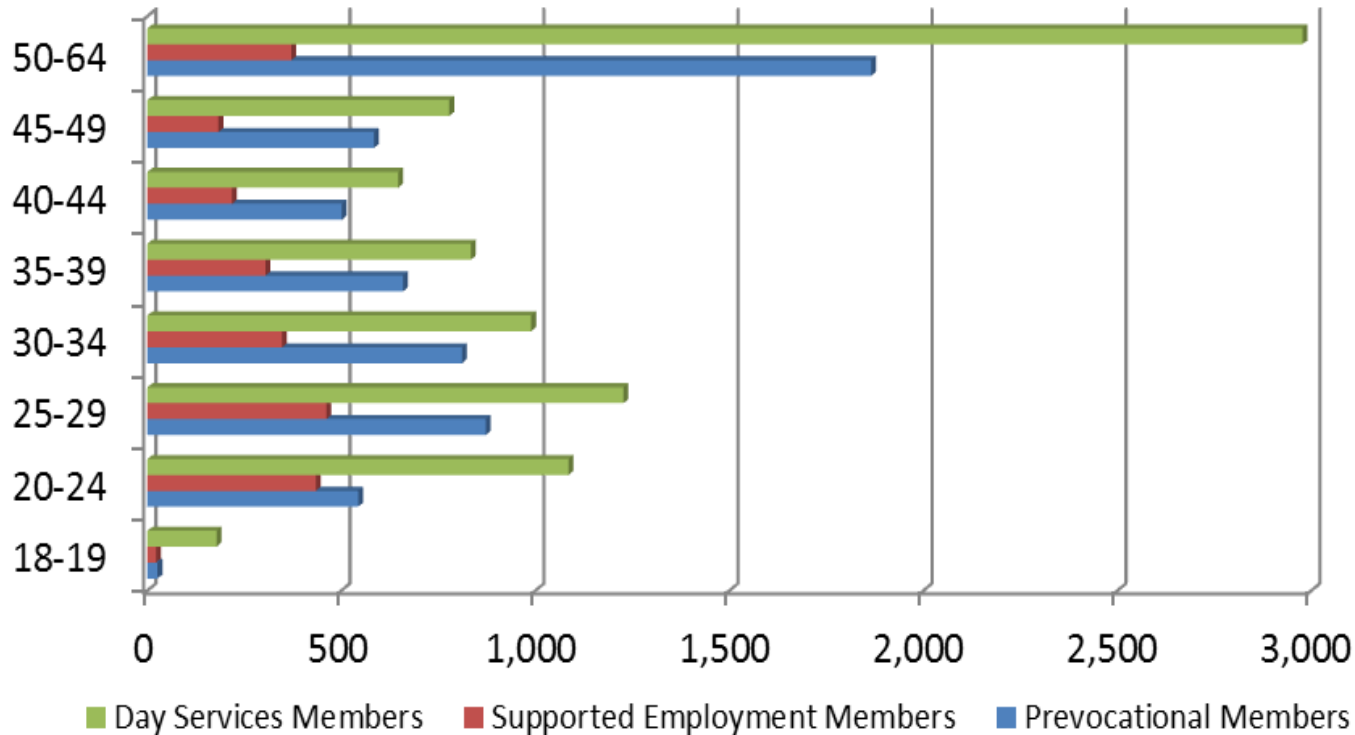
Target Group	Total Members	18-64 Age Group
I/DD	22,566	18,986
PD	9,202	8,028
FE	19,034	
Total:	50,802	27,014

## IRIS

Target Group	Total Participants	18-64 Age Group
I/DD	6,999	6,618
PD	6,053	5,936
FE	3,317	
Total:	16,369	12,554

# Employment Services

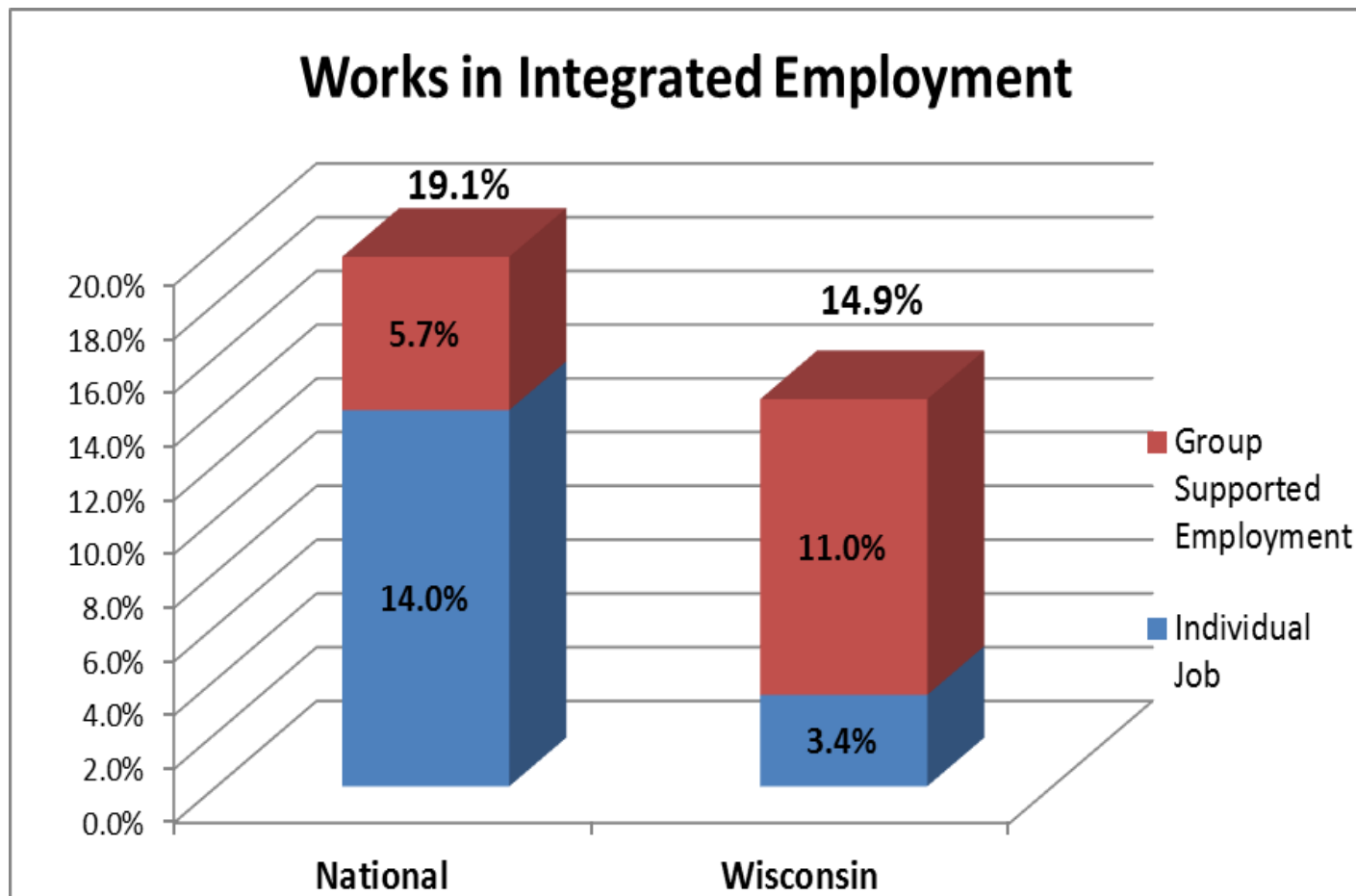
Long-Term Care Employment and Day Services Accessed  
by Participant Age Group



**39,568 Individuals between ages 18-64**

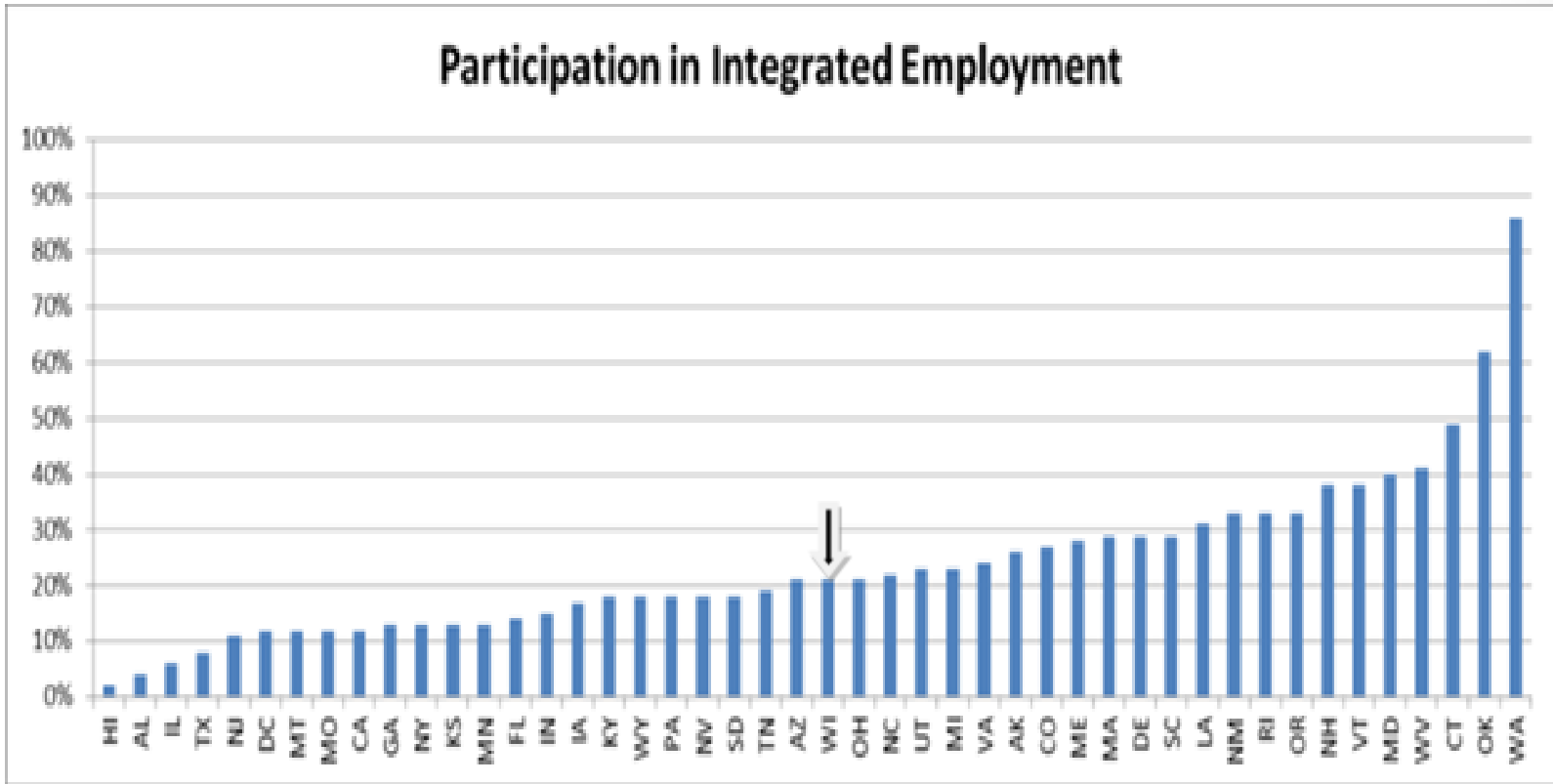
Source: Encounter Data, 2017

# Employment Services, continued



Source: National Core Indicators, 2015-2016

# Employment Services, continued



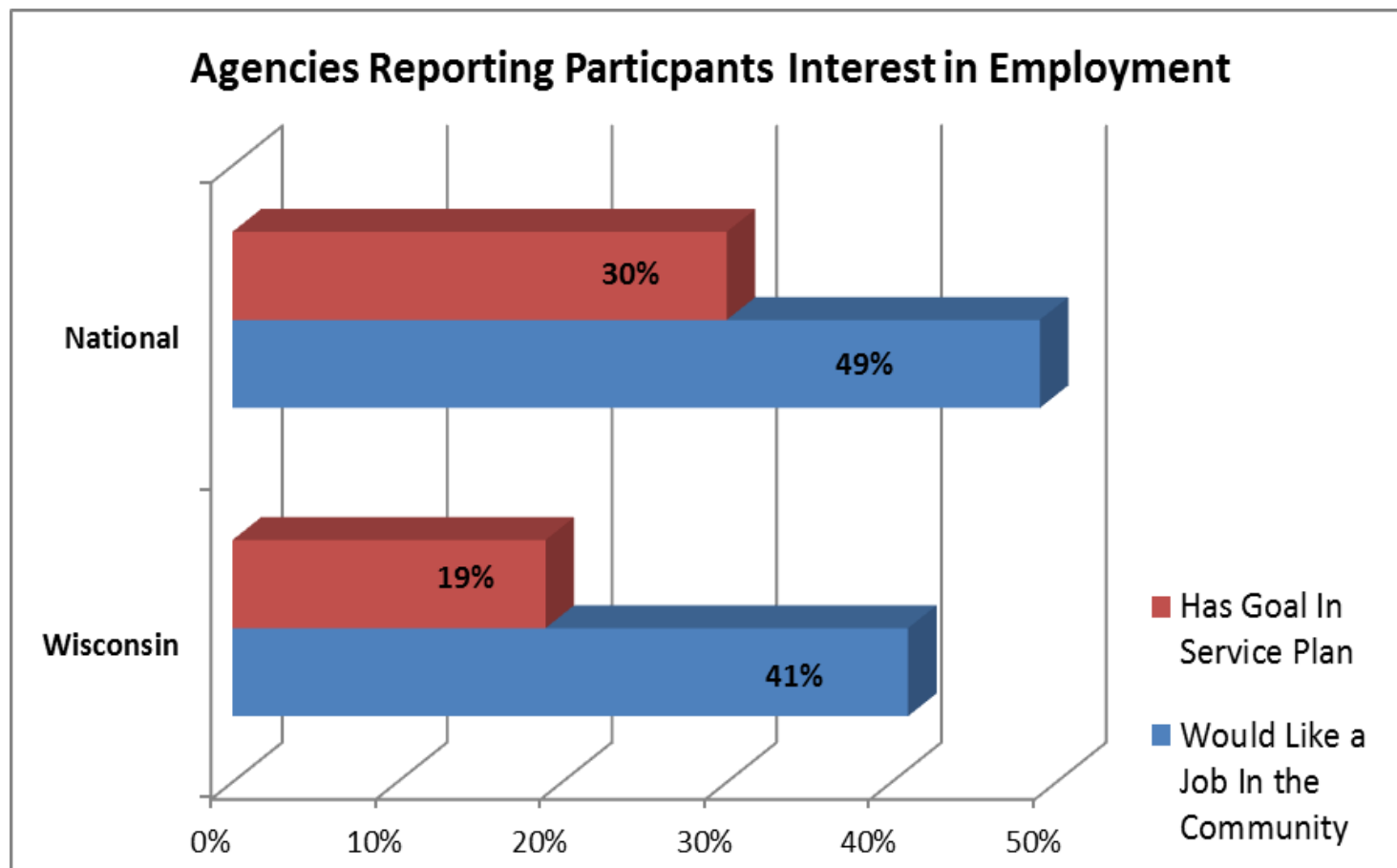
State Data: The National Report on Employment Services and Outcomes, 2014.  
Institute for Community Inclusion, University of Massachusetts, Boston.

# Employment Services, continued



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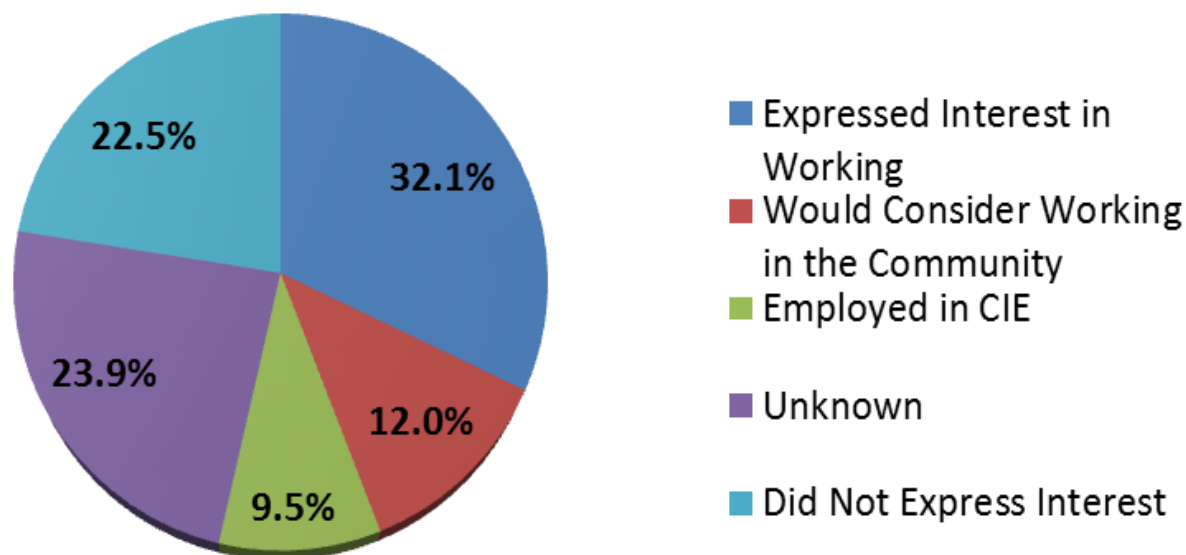
# Employment Services, continued



Source: ICI National Survey of State IDD Agencies, 2015

# Employment Services, continued

## Responses From Individuals Receiving Employment Services in Subminimum Wage Settings

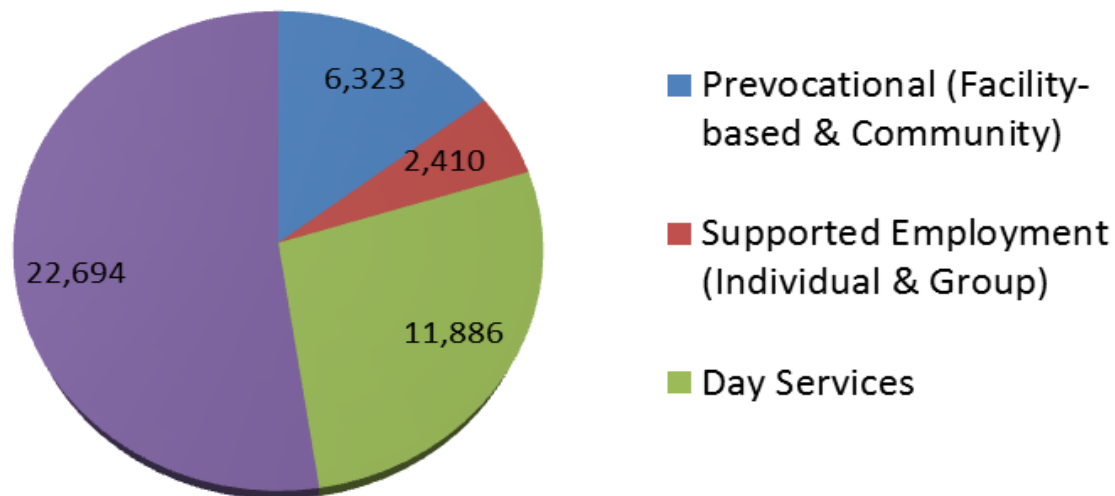


Source: Wisconsin WIOA  
Career Interview Project, 2017



# Individuals in IRIS and FC Accessing Employment and Day Services

**Individuals in IRIS and FC Accessing Employment and Day Services**



Source: Encounter Data, 2017

# State Employment Leadership Network (SELN)

# About SELN

- Membership-based network of state agencies committed to making changes in their service systems
- Process began in July 2016
  - Completed state strategic employment assessment
  - Sent surveys to stakeholders
  - Held onsite focus groups

# SELN Findings

- Limited understanding of statewide policy and expectations and variable implementation of services in Wisconsin
- Lack of transparency in service definitions and funding
- Limited focus on provider capacity
- Lack of an outcome focus on competitive integrated employment

# SELN Recommendations

- Establish the role of DHS in achieving integrated competitive employment outcomes.
- Clarify and coordinate of services with Stakeholders.
- Provider capacity building: Include evidence-based training for interdisciplinary team staff, IRIS consultants, and support and services coordinators.

# Efforts to Increase Community Integrated Employment

# Where Are We Going: Bureau of Children's Long Term Support Services

- Goal is to prepare children and their families for competitive integrated employment.
- Providing information and resources to children and families about planning for the transition to adulthood, including employment

# Where Are We Going: Bureau of Children's Long Term Support Services, continued

- Training for case managers in raising children and parents' expectations for competitive integrated employment
- Using data to measure our progress



# Where Are We Going: Bureau of Adult Long Term Care Services

- Issue memo regarding CMS regulations and guidance for prevocational services and the prioritization of competitive integrated employment services
- Develop long-term care state plan to address priorities identified by SELN assessment process

# Where Are We Going: Bureau of Adult

## Long Term Care Services, continued

- Employment pay-for-performance measures for MCOs and IRIS consulting agencies
- Home and community-based services waiver renewal in 2020
- Home and community-based services nonresidential benchmarks

# Thoughts for Discussion

Based on the SELN recommendations, how can DHS lead change?

- The role of DHS in achieving competitive integrated employment outcomes
- Coordination of services across the spectrum
- Capacity building

We are all working together to provide a wide array of services.

# Questions



# Contacts

- **Curtis J. Cunningham**  
Assistant Administrator  
Medicaid Long Term Care Benefits and Programs  
[curtis.cunningham@wisconsin.gov](mailto:curtis.cunningham@wisconsin.gov)  
608-261-7810
- **Amy Chartier**  
Section Chief  
Office of IRIS Management  
[amy.chartier@dhs.wisconsin.gov](mailto:amy.chartier@dhs.wisconsin.gov)  
608-266-0991