

State Employment Policies: What's New and What's on the Horizon?



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Employment First Conference, Wisconsin Dells

May 15, 2019



What We'll Cover

- The Employment First Law: What's Happened Since Last Year
- Current employment data
- Where the state's headed
- State Policy and Budget Updates
- What you can do!



Employment First Act 178

March 2018

Requires state agencies (DPI, DHS, DVR) to set Competitive Integrated Employment (CIE) as their priority policy

Protects an individual's choice of allowable prevocational services.

Requires that state agencies collaborate to develop a joint plan to improve rates of CIE and establish evaluation methods to ensure that the proposed measures are effective in promoting CIE across the state.



We are Waiting for the Final Plan

<https://dwd.wisconsin.gov/dvr/cie/draft-cie-plan-20190425.pdf>

*Session 1 - being recorded

Each Department has developed three performance improvement targets and cross-agency objectives

Final Plan posted June 30



Cross-Agency objectives:

1. Increase awareness that work is possible for people with disabilities by promoting CIE opportunities.
2. Align service delivery systems and strengthen coordination to increase CIE opportunities for people with disabilities.
3. Prepare students for CIE through their educational experience, connecting them to vital services during and after high school.

Pay for Performance in Family Care

(*Session 18 - being recorded)

- MCOs required to submit a plan that aligns with benchmarks.

Withhold Payments:

DHS withholds a portion of capitation rate: MCOs earn back by submitting a plan for increasing CIE that is approved by DHS.

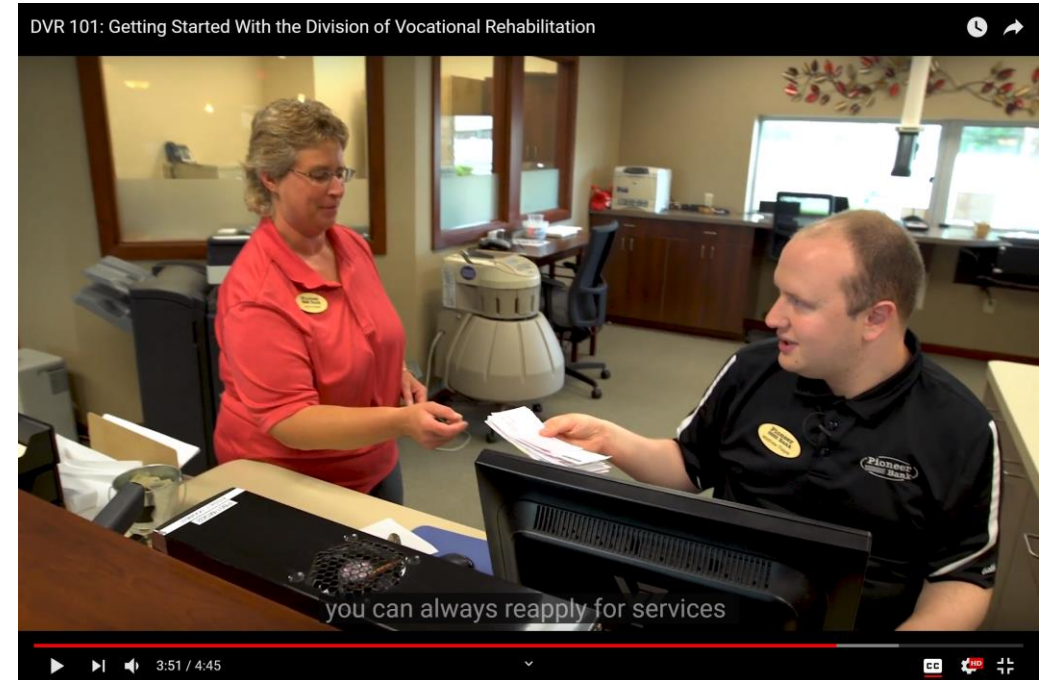
Incentive dollars:

- A portion of incentive dollars (above cap rate) can be earned for ensuring at least 90% of members ages 18-45 have conversation on interest in CIE by 9/30/19.
- Second portion of incentive dollars (above cap rate) can be earned by ensuring at least 90% of those members, ages 18-45, who have conversation and who are already working in CIE or express any level of interest in CIE have at least one follow-up intervention/activity completed by 12/31/19.
- MCOs get incentive payments in 2020, after audit.

DVR

DVR is developing a series of informational videos

https://youtu.be/_jNtnFxxH-k



What's the State of the State?

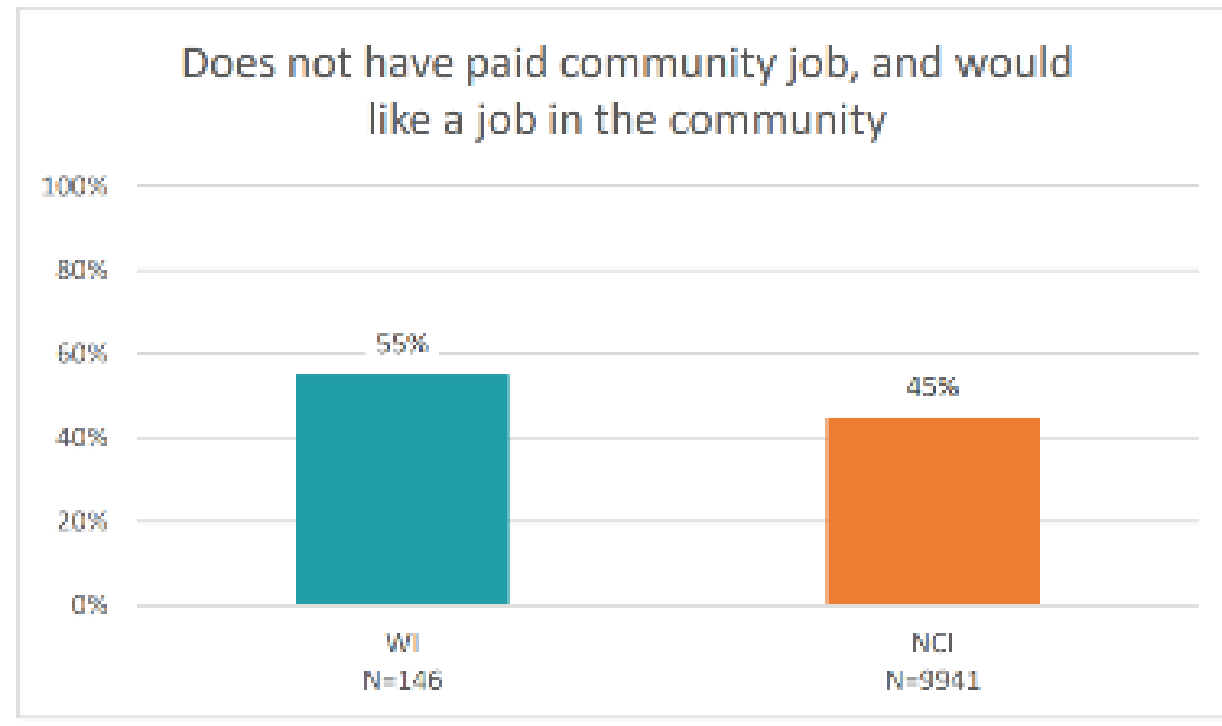
Agency	# of working age individuals with disabilities	# of those individuals working in Competitive Integrated Employment
Family Care/IRIS programs	44,603	3,446



8%

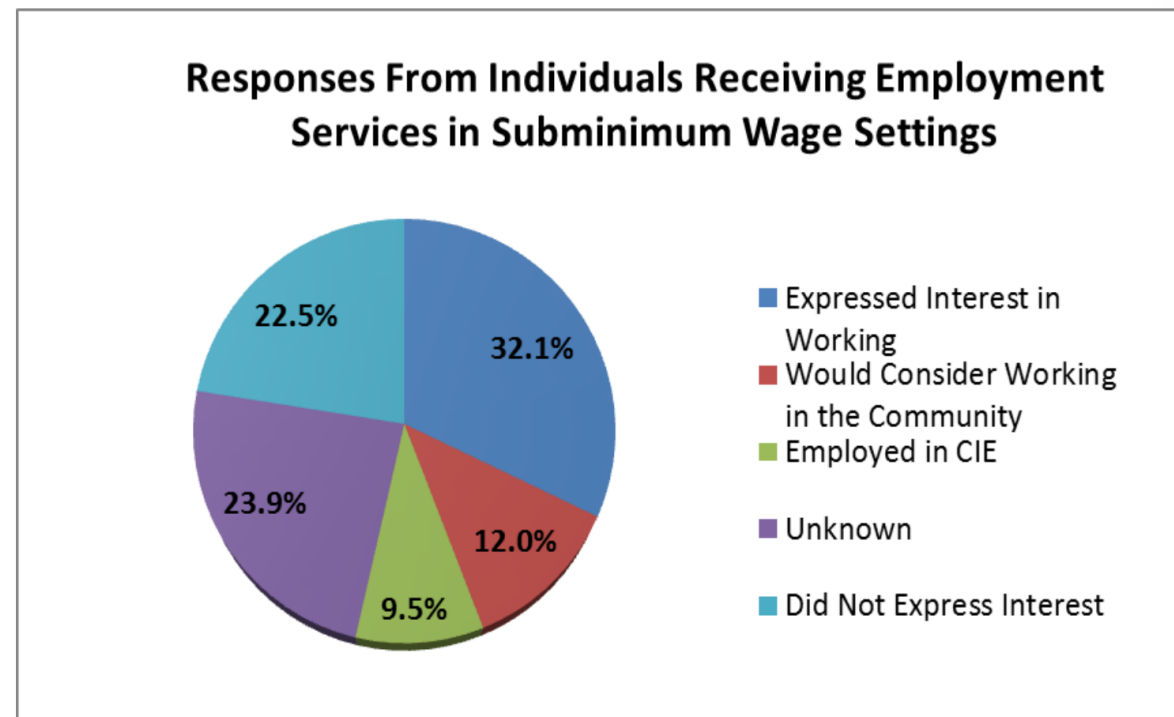
What's the State of the State?

National Core Indicators: Tracks State performance using a standardized set of consumer and family/guardian surveys with nationally validated measures. 2017-2018.



What's the State of the State?

Wisconsin WIOA Career Interview Project: In 2018 conducted 6,081 interviews



Source: Wisconsin WIOA
Career Interview Project, 2017

What's the State of the State?

Since the passage of the Workforce Innovation and Opportunity Act (WIOA) in 2014 (2018 DPI data):

- The percentage of youth reporting being in job over 90 days rose from 52% to 57%
- The percentage of youth earning minimum wage or greater rose from 69% to 84%.
- From 2014 to 2017 the percentage of youth who reported getting a raise went up from 18% to 30%.

What's the State of the State?

Pre-Employment Transition Services - required under WIOA: In federal fiscal year 2018 DVR spent nearly \$11.5 million on pre-employment transition services (Pre-ETS) statewide for students ages 14 to 21.

PRE-ETS CATEGORY	SPENDING
Work-Based Learning	\$8,296,585
Job Exploration Counseling	\$874,902
Workplace Readiness Training	\$999,902
Career Counseling (Staff Time)	\$1,017,861
Self-Advocacy Training	\$272,297
Transition Counseling	\$17,400
STATEWIDE TOTAL	\$11,478,947

What's the State of the State?

WISCONSIN

Department of Health Services, Division of Long Term Care, Bureau of Long Term Supports, Developmental Disabilities Services

Table 5: Intellectual and Developmental Disability (IDD) Agency Outcomes by Employment Settings

	2009	2010	2011	2012	2013	2014	2015	2016
Total number of people served	13,494	13,702	14,807	15,504	15,367	16,569	16,479	16,693
Number of people served in integrated employment	2,624	2,774	3,329	3,437	3,155	3,046	3,076	3,290
Percentage of people served in integrated employment	19.0%	20.0%	23.0%	22.0%	20.5%	18.0%	19.0%	20.0%
People served in integrated employment per 100K state population	46.4	49.0	58.3	60.0	54.9	52.9	55.8	56.9
Number of people served in facility-based work	6,327	6,259	6,529	7,108	6,824	7,289	7,243	7,083
Percentage of people served in facility-based work	47.0%	46.0%	44.1%	45.8%	44.4%	44.0%	44.0%	42.4%
Number of people served in facility-based non-work	6,641	7,085	7,385	7,755	7,667	7,959	8,170	8,471
Percentage of people served in facility-based non-work	49.0%	52.0%	49.9%	50.0%	49.9%	48.0%	49.6%	50.7%
Number of people served in community-based non-work	3,959	3,582	3,283	3,114	2,069	2,797	3,110	3,288
Percentage of people served in community-based non-work	29.0%	26.0%	22.2%	20.1%	13.5%	16.9%	18.9%	19.7%

What's the State of the State?

Sub-minimum wage licenses

*about 81% of workshop participants have I/DD

License Ends	18-25	26-39	40-49	50+	TOTAL
2016	986	2982	1616	3850	9434
2018	722	2761	1384	3505	8372
2020	192	2054	1095	2740	6081

-35%

State Employment Leadership Network - Wisconsin Findings: 2016 State Strategic Employment Assessment

1. There is a limited understanding of statewide policy and expectations along with highly variable implementation of services in Wisconsin
2. There is a lack of transparency in service definitions and funding
3. There is limited capacity building
4. There is a lack of an outcome focus on competitive integrated employment.

State Employment Leadership Network - Wisconsin Recommendations:

1. Establish DHS's leadership role in achieving integrated competitive employment outcomes: accountability
2. Clarification and Coordination of Services with Stakeholders, including regarding rate setting; evaluation of services and definitions, guidance on waiver services; developing incentives; review of service authorization process
3. Provider Capacity Building including training, provider transformation support, technical assistance, focus on outcomes.

State Policy Updates: Family Care



Waiver summary submitted to the Legislature - Act 370. In Passive review - due May 30 - out for public comment May 31:

https://docs.legis.wisconsin.gov/misc/lfb/jfc/100_section_16_505_16_515_passive_review_requests/2019_05_30_health_services_family_care.pdf

Possible state plan amendments later: technology services; employment definitions; uber/lyft transportation options

The State Budget

Anything can
happen...



State Budget: Direct Care Workforce

19

- The Governor proposed a \$29 million increase to the Family Care workforce.
- This additional funding (on top of the last budget workforce increase) was intended to allow DHS to consider expanding the pool of workers eligible for wage increases (job coaches had been excluded previously).
- This initiative was funded with Medicaid expansion savings.
- Medicaid expansion was removed from the budget proposal on 5/9/19.
- **Call to support!**

State Budget: ABLE Accounts

- ABLE Accounts allow people with disabilities to save money without jeopardizing benefits.
- In Wisconsin an eligible person with a disability can put up to \$15,000 total in an ABLE account in one year (and more than \$400,000 over time). Someone who is working and paying taxes may be able to contribute up to \$12,060 more annually.
- Wisconsin does not have an ABLE program.
- The Joint Finance Committee is expected to vote 5/16 on a budget motion to operate a Wisconsin ABLE program.
- **Call to support!**



State Budget: PROMISE?

Between 2014 and 2016, Wisconsin Promise enrolled 2,024 youth ages 14-16 who received Supplemental Security Income (SSI) and their families.

- 67 % of Promise youth have worked since enrolling in Promise. Promise findings youth with disabilities must have at least one, preferably two, paid community work jobs before exiting high school.
- Promise youth who met with a Work Incentives Benefits Specialist had three times as many jobs.
- Promise youth who met with a financial coach had five times as many jobs.
- 83% of Promise youth who had an Individual Development Account (IDA, matched savings account) were more likely to be employed.

State Budget: Youth Transition

- The Governor's proposal would increase payments to schools under the Transition Improvement Grant (from \$1000 to \$1500/student). Schools receive the payment only after they prove that youth with disabilities from their district are either enrolled in postsecondary education or training programs or have retained a paid job one year after graduation.
- The Governor's proposal increases funding for Transition Readiness Grants that have allowed schools to purchase vans or other transportation to get youth to job experiences, supported job coach or staff training, or other improvements to their transition programs. In 2018 DPI received 130 applications for this grant program totaling requests over \$9 million (there is currently only \$1.5 million in grant funding available). \$7 million over the biennium.

State Budget or Bill?: Provider Transformation Funding

- Several states have taken steps to recognize the scope of changes required of providers to be in full compliance with the HCBS settings rule.
- A Wisconsin provider transformation fund would also address data showing the considerable number of people with disabilities who are interested in but not accessing community employment.
- Legislators are drafting a targeted (optional) Transformation Fund bill for providers offering facility-based pre-vocational (sheltered workshop) and day services.
- The fund would support providers to make changes to their business model and help providers comply with new federal home and community-based regulations.
- Free expert technical assistance.
- \$6.75 million for up to 30 providers; one-time award of between \$25,000 and \$150,000. Additional performance payments.

State Employment Policies

- Watch WisconsinEye Thursday!



Assembly Committee on Labor and Integrated Employment
On May 16, 2019, the Assembly Committee on Labor and Integrated Employment will hold an informational hearing in 400 Northeast at the Wisconsin State Capitol in Madison, WI.

Stay up to Date!

- Sign up for The Arc Wisconsin list: www.arcwi.org
- Lisa Pugh, Pugh@thearc.org; 608-422-4250

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