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LEAD CENTER

PROMOTING COMPETITIVE INTEGRATED EMPLOYMENT: WHAT YOU CAN DO

WELCOME

**Rebecca Salon
Project Director
LEAD Center**

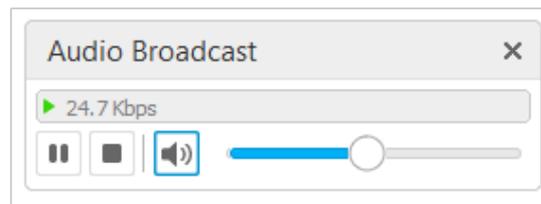
MODERATOR

**Michael Morris
Executive Director,
National Disability Institute
& Public Policy Lead for LEAD Center**



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LEAD CENTER MISSION

To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.

www.leadcenter.org



PRESENTERS

- ▶ **Alison Barkoff, Director of Advocacy at the Center for Public Representation.**
- ▶ **Annette Shea, Policy and Program Specialist at the Administration for Community Living, Department of Health and Human Services.**
- ▶ **Sharyn Hancock, Disability Resource Coordinator at Workforce Essentials in Clarksville, Tennessee.**
- ▶ **Karen Lee, Executive Director of SEEC (Seeking Equality, Empowerment and Community for People with Developmental Disabilities).**



INTRODUCTION TO THE WEBINAR

Christopher Button, Ph.D.

Supervisor, Workforce Systems Policy

US Department of Labor

Office of Disability Employment Policy



PROMOTING COMPETITIVE INTEGRATED EMPLOYMENT: WHAT YOU CAN DO

Alison Barkoff
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Center for Public Representation



WHAT IS THE VISION OF PEOPLE DISABILITIES?

- ▶ People with disabilities want to live their **lives like people without disabilities** (with supports as needed)
- ▶ Want opportunities for **true integration, independence, choice, and self-determination in all aspects of life** – where they live, spend their days, and community membership
- ▶ Want **quality services and supports** that meet their needs and help them achieve goals they have identified through real person-centered planning



EMPLOYMENT IS KEY TO THIS VISION

- ▶ Supporting people to work in competitive integrated employment is critical to:
 - ▶ Helping people with disabilities access the greater community;
 - ▶ Facilitating relationships with people without disabilities;
 - ▶ Building new skills and self-esteem;
 - ▶ Helping bring people with disabilities out of poverty;
 - ▶ Reducing utilization of other Medicaid services; and
 - ▶ Providing meaningful ways for people to spend their days.



CRITICAL TIME FOR YOU TO ADVOCATE FOR DISABILITY EMPLOYMENT

- ▶ Opportunities to implement in your state federal policies that advance competitive integrated employment (CIE):
 - ▶ Workforce Innovation & Opportunity Act (WIOA)
 - ▶ Home and Community Based Services (HCBS) Settings Rule
- ▶ Need to educate and engage as federal policies impacting CIE are being considered
- ▶ Chance to advocate for state and local policies to advance disability employment
 - ▶ Employment First policies
 - ▶ Policies around transition from school to work



IMPLEMENTING FEDERAL POLICY IN YOUR STATE: WORKFORCE INNOVATION AND OPPORTUNITY ACT



WIOA: SETTING THE EMPLOYMENT VISION

- ▶ Statute prioritizes and increases employment of people with disabilities in **competitive integrated employment**
 - ▶ **Defines CIE** as work at or above minimum wage, with wages & benefits comparable to, & fully integrated with, co-workers w/o disabilities
- ▶ Clear statutory goal to **limit significantly the use of 14(c) sub-minimum wage**
 - ▶ Requires anyone under 24 to explore and try CIE before they can be placed in a sub-minimum wage setting; prohibits schools from contracting with sub-minimum wage providers; and requires at least annual engagement of anyone in sub-minimum wage setting
- ▶ Statute recognizes the importance of and requires **cross-agency collaboration** (including VR, Medicaid and IDD)



WIOA IMPLEMENTATION: ALREADY MAKING A DIFFERENCE

- ▶ The impact of WIOA is starting to change state practice!
- ▶ Interagency collaboration through MOUs is starting to happen
 - ▶ More work is needed to make sure all agencies are included (particularly IDD agencies)
- ▶ Starting to impact Section 511 outreach re: interest in CIE for transition age youth & people in sheltered workshops
 - ▶ Need to ensure that there is real, experiential engagement
 - ▶ More focus needed on follow through for people who express an interest in CIE



YOU CAN IMPACT WIOA IMPLEMENTATION IN YOUR STATE

- ▶ States must develop and submit for approval to the federal government plans for implementing WIOA
 - ▶ Plans must be updated every two years
- ▶ **Commenting is a great opportunity to make your voice heard!**
 - ▶ What are the areas of success? Areas of needed improvement?
 - ▶ How can the plan be aligned with other important initiatives happening in your state, including Employment First, the HCBS Settings Rule implementation and *Olmstead* planning
- ▶ Educate your state and federal representatives about the importance of WIOA and CIE
 - ▶ Critical to lift up success stories about the positive impact of the law



IMPLEMENTING FEDERAL POLICY IN YOUR STATE: MEDICAID HCBS SETTINGS RULE



HCBS SETTINGS RULE

- ▶ In 2014, the federal government issued regulations to ensure that all people receiving home and community based services (HCBS) received the full benefits of community living
- ▶ States are in the process of developing and getting federal approval for “statewide transition plans” (STPs) to implement the rule
 - ▶ States’ STPs must be approved by March 2019
 - ▶ States have until March 2022 to fully implement
- ▶ **The public must be given an opportunity to comment on STPS**
 - ▶ **This is a critical opportunity to make your voice heard!**



MORE ON THE HCBS SETTINGS RULE

- ▶ The Rule sets requirements for all HCBS settings including that:
 - ▶ Settings are integrated in, and people have access to, the broader community
 - ▶ People have autonomy, independence, and choices in their daily lives
 - ▶ People have **opportunities to seek employment and work in competitive integrated settings**
 - ▶ People have choices in types of services (including **non-disability specific options**) and who provides them



SYSTEMS CHANGE THROUGH THE HCBS SETTINGS RULE

- ▶ The HCBS Settings Rule can and should be a game changer for increasing opportunities for competitive integrated employment
 - ▶ Remember: This rule applies to ALL HCBS settings, both residential and non-residential
- ▶ Specific provisions of the Rule are important tools for increasing opportunities for competitive integrated employment



CHOICE OF NON-DISABILITY SPECIFIC SETTING

- ▶ Rule requires states to offer individuals a choice of a “non-disability specific setting”
 - ▶ Applies to both residential and non-residential settings
 - ▶ That means the opportunity to work in CIE
- ▶ CMS has made clear in approval letters that **states should assess their current capacity of non-disability specific settings and develop a plan to increase capacity** so all individuals have a real and meaningful choice
 - ▶ This means increasing capacity of CIE!



TIERED STANDARDS

- ▶ States have flexibility to set different standards for existing and new settings through their statewide transition plan
 - ▶ Existing settings must meet the minimum standards set forth in the HCBS rules but states can set standards for “models of service that more fully meet the state’s standards” for HCBS and require all new settings to meet the higher standards
 - ▶ This allows states to “close the front door” to settings/services
 - ▶ Numerous states are using tiered standards to move away from facility-based day and to focus on CIE



YOU CAN IMPACT YOUR STATE'S IMPLEMENTATION

- ▶ States must get public input in the development of their STPs
- ▶ **It is critical that stakeholders make their voices heard**
- ▶ Make sure your state includes a focus on employment in its STP as required by the rule
- ▶ Encourage your state to align HCBS transition activities with their own state initiatives and other federal obligations:
 - ▶ State “Employment First” initiatives
 - ▶ State’s Workforce Innovation Opportunity Act plans
 - ▶ State’s *Olmstead* plans or settlement agreements



**STAY EDUCATED AND ENGAGED ABOUT FEDERAL
POLICIES RELATED TO CIE**



NUMEROUS BILLS IN CONGRESS RELATED TO DISABILITY EMPLOYMENT

- ▶ Bills to move away from sheltered workshops towards CIE:
 - ▶ Transitioning to Integrated and Meaningful Employment (TIME) Act
 - ▶ Proposes to phase out 14(c) over 3 years
 - ▶ Transitions to Independence Act
 - ▶ Pilot to provide enhanced funding to incentivize rebalancing capacity from sheltered workshops and other segregated day services to CIE
 - ▶ Raise the Wage Act
 - ▶ Would raise the national minimum wage to \$15 & phase-out 14c



NUMEROUS BILLS IN CONGRESS RELATED TO DISABILITY EMPLOYMENT (CONT'D)

- ▶ Bill to amend WIOA's definition of CIE:
 - ▶ Workplace Choice and Flexibility for Individuals with Disabilities Act would rewrite WIOA's definition of CIE
 - ▶ Would change focus of "integrated" away from co-workers without disabilities to mean any interaction with any person without a disability (customers, vendors, superiors, etc.)
 - ▶ Would count all AbilityOne and state-use contracts as CIE (so long as they pay minimum wage)
 - ▶ Bill only introduced in the House and no similar bill in the Senate



AGENCY REGULATIONS REGARDING CIE

- ▶ Starting in July 2017, some members of Congress and providers advocated with the Secretary of the Department of Education to re-open the WIOA regulations defining CIE
 - ▶ Particular focus on the factors for evaluating if a setting is “integrated,” which currently focuses on interaction with co-workers without disabilities and if a setting is a typical community job
- ▶ In May 2018, the Depart. of Education listed the WIOA Regulations on the “unified agenda”
 - ▶ This is the first step for taking regulatory action
 - ▶ Relisted in October (January 2019 estimated date)



AGENCY REGULATIONS REGARDING CIE (CONT'D)

- ▶ If the Dept. of Education re-opens the WIOA regulations, there will be an opportunity for public comment on any proposed changes (typically 60 days):
 - ▶ **Public comment is a critical opportunity to make your voice heard!**
 - ▶ Stakeholders can comment on issues like why CIE is important in their lives, how WIOA is making a difference in CIE opportunities in their state, etc.
 - ▶ Remember – you don't have to be a policy expert to be able to comment; your own personal experience (as a person with a disability, family member, provider) is important to share!



WHAT YOU CAN DO

- ▶ Educate your members of Congress that all types of people with disabilities can and want to work
 - ▶ Educate them about how federal policies like WIOA, the HCBS Settings Rule, etc. are expanding opportunities for CIE in your state
 - ▶ Keep telling those employment success stories to show them that employment is an option for all people with disabilities
- ▶ Participate in public comment opportunities on federal policies
 - ▶ If the WIOA regulations are opened, it will be important for the Dept. of Education to hear from people with disabilities, families and employment providers about the importance of CIE



STATE AND LOCAL OPPORTUNITIES TO ADVANCE CIE



STATE AND LOCAL POLICIES ARE IMPORTANT TOO!

- ▶ Employment First
 - ▶ Most states have Employment First policies, but YOU can help work to translate those into reality
 - ▶ Need to work on aligning policies & practices, ensuring CIE capacity, and working with the provider community and local businesses
- ▶ Transition age youth
 - ▶ Engagement of youth and families is critical and YOU can get involved at the local level
 - ▶ Opportunities to collaborate through school district's special education PTAs, inclusion task forces, teacher trainings, special education advisory committees
 - ▶ Rubber hits the road in cross-agency collaboration around transition of individual students at the local level



RESOURCES

- ▶ “Five Ways You Can Help Expand Opportunities for Competitive Integrated Employment in Your Community”
 - ▶ Has a list of resources on each of the topics covered today
 - ▶ Available at <http://www.leadcenter.org/resources/report-brief/five-ways-you-can-help-expand-opportunities-competitive-integrated-employment-your-community>
- ▶ HCBS Settings Rule: www.hcbsadvocacy.org or www.medicaid.gov/hcbs
- ▶ WIOA: <http://www.leadcenter.org/wioa-workforce-development>





Pathways to Employment & Successful Community Living

Annette Shea



Agenda

- Federal Initiatives and ACL Investments
- Medicaid Buy-In
- Individual stories
- What's on the horizon

HHS Employment Goal

***Vision:** Individuals with disabilities will not need to choose between health care supports and work to live successfully in the community. All individuals with disabilities will have access to competitive, integrated employment options as a pathway to achieving successful community living.*

ACL Goal: To improve the lives of all individuals with disabilities, ACL will pursue policies that promote improved economic status through employment. ACL will encourage systems that promote competitive integrated employment opportunities, career and skills development, and offer an array of appropriate work supports needed to achieve and maintain employment.

ACL Pillars

- **Expanding employment opportunities**
- Supporting families and caregivers
- Protecting rights and preventing abuse
- Connecting people to services
- Strengthening the aging and disability networks

ACL Pillars - Employment

- The purpose of the **Employment Pillar** is identify a set of short and long term activities which take bold steps to expand employment opportunities for people with disabilities of all ages. These activities will align with ACL's mission. The Employment Pillar team's goal is to identify innovative and possibly non-traditional strategies.

National Institute on Disability, Independent Living and Rehabilitative Research

- NIDILRR is a center within the Administration for Community Living (ACL)
- Mission: To generate new knowledge and to promote its effective use to:
 - improve the abilities of individuals with disabilities to perform activities of their choice in the community;
 - and to expand society's capacity to provide full opportunities and accommodations for its citizens with disabilities.
- Knowledge useful to service providers, policy makers, people with disabilities and other stakeholders.

What Kind of Research Does NIDILRR fund?

- NIDILRR funds applied research and development from many disciplines, in three targeted outcome domains that are important in the lives of people with disabilities:
 - Health and function
 - **Employment (also one of ACL's pillars)**
 - Community living and participation
- Many grants are cross-domain, cross-disciplinary

For Further Information

- ACL's website: <https://www.acl.gov/>
- For more information about current and past NIDILRR grants, or to sign up for announcements:
 - <http://naric.com/>
- To learn more about NIDILRR grant mechanisms:
 - <https://www.acl.gov/programs/research-and-development/>
- To learn about applying for grants: (note that NIDILRR grants are 'competitive grants'):
 - <https://www.acl.gov/grants/applying-grants>
- Contact: Leslie Caplan
 - leslie.caplan@acl.hhs.gov
 - 202-795-7321

Projects of National Significance (PNS)

Administration on Intellectual and Developmental Disabilities

Partnerships in Employment (PIE) Grants – Systems Transformation

- In 2010, AIDD began awarding Partnerships in Employment Systems Change (PIE) grants which prioritize employment for youth and young adults with I/DD. Since 2011 ACL has awarded **\$18 million in PIE grants to 14 states.**

Training and Technical Assistance

- To supplement the work of the current PIE states, TASH was awarded a five-year Cooperative Agreement to provide training and technical assistance to the PIE states.
- The Lewin Group was awarded a five-year contract to conduct the evaluation for the Partnerships in Employment Systems Change grants.

Communities of Practice (COP) – Employment

- AIDD has also funded Communities of Practice in Employment which provided technical assistance to states as they moved forward with their employment first agenda.

Impact of PNS Initiatives - Employment

Education of Legislators

- PIE states facilitated **Take Your Legislator to Work Day**, where state legislators attended the workplace of a youth employee with I/DD to learn about the youths' employment experiences firsthand.

Improved Support to Families

- To dispel misunderstandings about youths' desires for employment, support families to help youth reach their employment goals, and expose families to new opportunities and expectations around youth employment, PIE states engaged parents and families of youth with I/DD through various methods, including through surveys, trainings, and Parent and Family Coalitions.

Change Employers Attitudes

- PIE consortia recognized that engaging businesses, changing businesses' expectations and attitudes about hiring youth with I/DD, and forming relationships with businesses are important to finding and creating job opportunities for youth with I/DD. As a result, grantees employed a variety of methods to engage businesses.

Support for Employers

- PIE states created resources and trainings to help employers better support and provide reasonable accommodations for employees with I/DD.

ACL Employment Investments and Priorities

- The Workforce Innovation and Opportunity Act and ACL (**WIOA**) and **Centers for Independent Living (CIL) New Core Service** - Support the successful implementation of the new core service and promote promising practices within CILs.
 - (iii) facilitate the transition of youth who are individuals with significant disabilities, who were eligible for individualized education programs under section 614(d) of the Individuals with Disabilities Education Act (20 U.S.C. 1414(d)), and who have completed their secondary education or otherwise left school, to postsecondary life.
- **Medicaid** policy subject matter expertise and liaison for states, federal and advocacy groups with CMS, including **Medicaid Buy-In program**, disability policy matters. Promote the enhancement of the Medicaid Buy-in program. Identify states in which there could be opportunities for policy and programmatic improvement.
- Support CMS with the successful implementation of the Home and Community Based Service (**HCBS**) **settings rule**.

Centers for Independent Living

Centers for Independent Living Core Services

- Information and referral, IL skills training, Peer counseling, Individual and systems advocacy
- Services that facilitate transition from nursing homes and other institutions to the community, provide assistance to those at risk of entering institutions, and facilitate transition of youth to postsecondary life.
- Centers also may provide, among other services: psychological counseling, assistance in securing housing or shelter, personal assistance services, transportation referral and assistance, physical therapy, mobility training, rehabilitation technology, recreation, and other services necessary to improve the ability of individuals with significant disabilities to function independently in the family or community and/or to continue in employment.

Model Employer:

- CILs assist individuals with significant disabilities of all age maintain employment.
- About two thirds of CIL staff, including executive directors have disabilities. Thus many are model employers of and for people with disabilities as well as other employers. CILs serve as spring boards and potential feeder systems for career path employment.

Medicaid Buy-In

- The Medicaid Buy-In is an optional Medicaid program for workers with disabilities.
- The vast majority of states cover at least one of the “buy in” groups. Premiums are not mandatory. Not all states require Medicaid Buy-In beneficiaries pay premiums.
- The few states that do not presently cover one of the “buy-in” eligibility groups may adopt one of them at any time. State Medicaid agencies work with the Centers for Medicare and Medicaid Services (CMS) to add or make changes to their Medicaid program.
- States that presently have a Medicaid Buy-In can make changes to their income and asset rules to promote employment and earnings by submitting a request to the Centers for Medicare & Medicaid Services (CMS). Like other proposed Medicaid changes, CMS reviews State requests for approval.
 - * Income and asset rules cannot be below federal minimum standards.

Medicaid Buy-In

- **Why do States need a Medicaid Buy-In?**
 - Medicaid offers critical services not offered by Medicare or private/employer sponsored insurance such as personal attendant services, extended therapies, durable medical equipment.
- **Challenges:**
 - Not every state has a Medicaid Buy-In.
 - Many states have low enrollment due to income limits and low expectations with regards to earnings.
 - Not everyone is familiar with Medicaid Buy-In.
 - Some individuals fear loss of benefits with increased income
 - Some individuals suppress their income due to cost-sharing requirements tied to earnings.
 - Lack of more current Medicaid Buy-In data across states

Medicaid Buy-In Policies Promoting Earnings and Employment

Critical policy drivers which promote Employment and Earnings:

- No income limit – 4 states have no income limit
- No asset limit – 5 states have no asset limit
- Higher income and/or asset limits (450% FPL or higher) – Of the states with income limits 4 have set them at 450% FPL or higher
- Financial eligibility methodology includes only enrollees income and does not include spousal income where applicable – 5 states have this policy
- No premiums or if sliding scale premiums are used, the methodology does not include spousal income
 - 12 states do not include spousal income in premium methodology
- Inclusion of a Grace period as a programmatic feature

Medicaid Buy-In – What's next?

- Opportunities for change:
 - Promote Medicaid Buy-In for all states
 - Promote Medicaid Buy-In programmatic features with earnings friendly policies.
- ACL and Labor's Office of Disability and Employment Policy (ODEP) with support from the LEAD Center will release 2 documents:
 - Medicaid Buy-In Q & A
 - Policy brief featuring Employment and Earnings promoting policies within Medicaid Buy-In programs

Steve's Story

- 65 year old man with a spinal cord injury
- Achieved a degree in Journalism but struggled to find a job. Went on Supplemental Security Income (SSI).
- He contacted his state's Vocational Rehabilitation (VR) agency. He became a peer counselor for the VR agency at age 23. Married in 1977.
- Utilized Personal Attendant Services to hire a driver. Wrote a SSA PASS plan. Purchased a accessible van.
- Became active in national disability rights. Big motivator: Wanted to work. He knew he had to work in order to achieve "the American Dream." His own home, family.

Steve's Story (cont'd)

- Independent Living Centers were emerging. Received support from the Spinal Cord Association. Started an Independent Living Center in his community
- Bought his first home in 1982. He and his wife adopted 2 children in 1996. They now has a granddaughter.
- Played a major role in designing and developing his state's Medicaid Buy-In program pre-TWWIIA. He has been enrolled in his state's Medicaid Buy-In program for more than 20 years.
- "It's all about leveling the playing field. Just because I have a disability doesn't mean I should be excluded from the American Dream. Work is part of the American Dream."

David's Story

- Working older adult with a physical disability
- Key factors to successful Employment:
 - Centers for Independent Living
 - Medicaid Buy-In
 - David's state Medicaid Buy-In program has no income or asset limit and allows working individuals with disabilities to remain on the program at age 65 and older
- According to David, working with access to Medicaid through the Buy-In allowed him to stay in the community and out of facilities.

David's Story (cont'd)

- 'Services through Medicaid are not available through other payer sources including personal care attendant services and durable medical equipment.'
- "With (Medicaid Buy-In), it became possible for me to complete graduate school, through a doctorate, and have a successful career in neuropsychology. Health insurance, not available to the disabled due to their high medical expenses, was always the great impenetrable barrier to gainful employment for the disabled, and with the Medicaid Buy-In Programs that final barrier to gainful employment and a meaningful and normal life in the community was finally possible for all of us."
- David reflects how happy he feels "When I wake up in the morning in my own home, rather than in a hope-extinguishing nursing home."
- "The Medicaid Buy-In Program has been and continues to be a lifesaver, and I trust every effort will be made to maintain and even expand it, so that even more of us can be income-producing taxpaying citizens living in the community, rather than vegetating in chronic care facilities at great cost to other taxpayers!"

Mary's Story

- 51 year old woman with a progressive neuromuscular disease
- When she was a teenager she met a lead advocate in the disability community when she attended a peer group for youth with disabilities. That individual continues to be her mentor.
- After high school met a positive female role model with a disability who worked at the Disabled Student Services office within her university who made a huge difference.
- Years later after graduating college went to work for an Independent Living Center (CIL) and worked there for 16 years.

Mary's Story (cont'd)

- She learned about the Medicaid Buy-In working at the CIL. She continued her education and earned a Masters level certificate in Human Services Management while managing the Personal Care Attendant program for the CIL.
- Mary's state Medicaid Buy-In has no income or asset limit
- She was planning on working for many years but health issues have forced her to cut back her hours to part time. She just celebrated her 51st birthday and says that's "pretty remarkable for someone with IFSHD."
- "I am able to afford a small home and remain in the community in part because of (Medicaid Buy-In). I definitely would not be able to work without it! As a woman with a progressive neuromuscular disease I have been able to work while having continuous medical issues."
- According to Mary, Medicaid Buy-In has helped her to maintain employment out of her home and independent in the community. She currently works part time as a Marketing/Scheduler for a small non profit thrift store.

Resources

- Partnerships in Employment (PIE) Grants: <https://www.acl.gov/programs/youth-transitions/partnerships-integrated-employment-system-change-grants>
- ACL AIDD Employment First Initiatives: <https://www.acl.gov/programs/youth-transitions/aid-employment-first-initiatives>
- Changing Lives for Youth with Disabilities by Supporting Employment and Strengthening Partnerships: <https://www.acl.gov/news-and-events/acl-blog/changing-lives-youth-disabilities-supporting-employment-and-strengthening>
- ACL Blogs featuring Employment Providers Promising Practices: <https://www.acl.gov/index.php/news-and-events/acl-blog/workshops-workforce-tips-providers-transitioning-integrated-employment>
- ACL TWWIIA blog Incentivizing Employment with Medicaid and Medicare: <https://www.acl.gov/news-and-events/acl-blog/ticket-work-and-healthcare-incentivizing-employment-medicare-and-medicare>
- ACL blog highlighting features and business case for Medicaid Buy-In: <https://www.acl.gov/news-and-events/acl-blog/medicaid-buy-opens-doors-employment-people-disabilities>
- Celebrating 53 years of the Developmental Disabilities Act <https://www.acl.gov/index.php/news-and-events/acl-blog/celebrating-53-years-developmental-disabilities-act>
- Implementing WIOA with link to the IL final rule <https://www.acl.gov/news-and-events/announcements/acl-releases-independent-living-final-rule>

Resources

- The Rehabilitation Act of 1973: Independence Bound
<https://www.acl.gov/index.php/news-and-events/acl-blog/rehabilitation-act-1973-independence-bound>
- The Workforce Innovation and Opportunity Act and ACL:
<https://www.acl.gov/about-acl/authorizing-statutes/workforce-innovation-and-opportunity-act>
- Federal Partners in Transition (FPT) 2020 Strategic Plan: <https://youth.gov/feature-article/federal-partners-transition>
- Medicaid.gov Employment page:
<https://www.medicaid.gov/medicaid/ltss/employment/index.html>
- Mathematica Policy Research MIG products: <https://www.mathematica-mpr.com/our-publications-and-findings/projects/medicaid-buy-in-program>
- Mathematica Policy Research Top Outcomes of MIG Grants:
<https://www.mathematica-mpr.com/our-publications-and-findings/publications/what-were-the-top-outcomes-of-state-medicaid-infrastructure-mig-grants>

ACL Contact Information

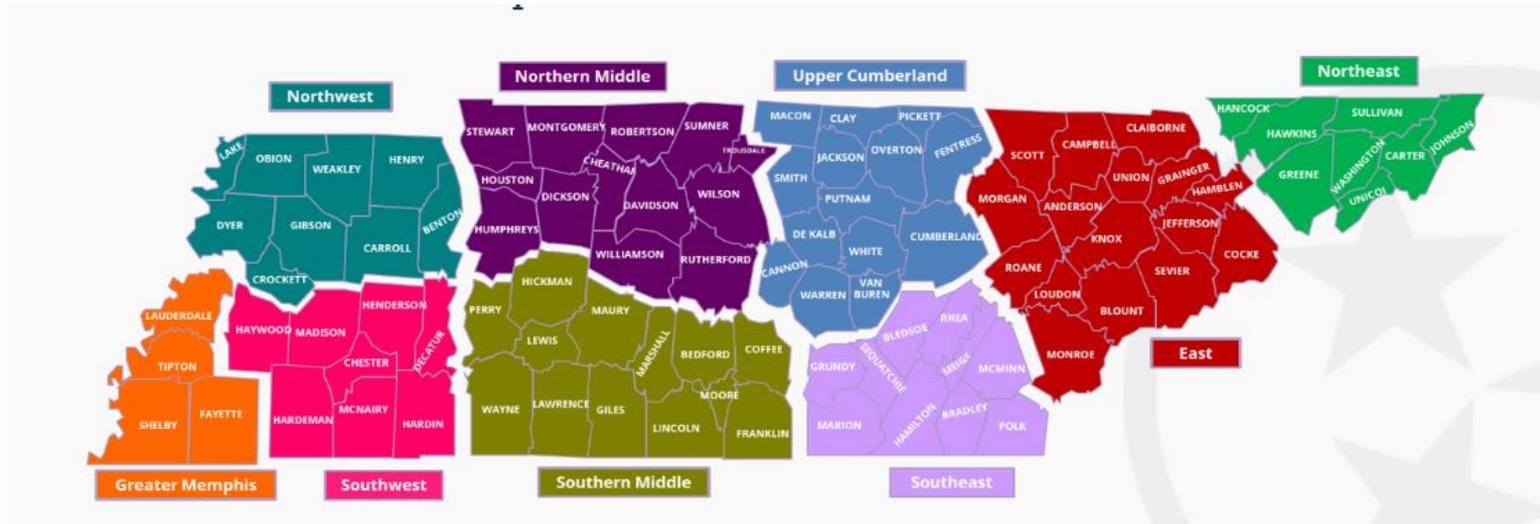
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WORKFORCE ESSENTIALS – CLARKSVILLE, TN

SHARYN HANCOCK



5 WAYS WE HAVE EXPANDED OPPORTUNITIES FOR COMPETITIVE INTEGRATED EMPLOYMENT

1. WIOA IMPLEMENTATION

- ▶ Adults and youth with disabilities; Veterans with disabilities; Ticket to Work; Training (WIOA); Guided Group Discovery for Youth, Adults, Veterans; Adult Education; Competitive Integrated Employment, etc.

3. WORK IN YOUR COMMUNITY TO IMPROVE THE TRANSITION OF STUDENTS WITH DISABILITIES TO EMPLOYMENT.

- ▶ We have contracted with our Vocational Rehabilitation (VR) partners to provide Pre-Employment Transition Services (Pre-ETS) to students with disabilities age 14-22 (in school)
- ▶ <http://www.wintac.org/topic-areas/pre-employment-transition-services>

REQUIRED Pre-ETS Activities

- Job Exploration Counseling
- Work Based Learning
- Post-Secondary Education
- Workplace Readiness Training
- Self-Advocacy

AJC Benefit:

Youth who do not wish to use the services of VR can be enrolled in WIOA out-of-school youth programs after they graduate.

If they want to work with VR, they can be co-enrolled after they graduate.



2. GET INVOLVED IN YOUR STATES IMPLEMENTATION OF THE HCBS SETTINGS RULE

4. ADVOCATE FOR STATE POLICIES TO INCREASE CIE AND MAKE EMPLOYMENT FIRST A REALITY

- ▶ Tennessee Employment & Community First Choices (ECF Choices)
<https://www.tn.gov/tenncare/long-term-services-supports/employment-and-community-first-choices.html> (TENNCARE) - Medicaid
- ▶ Employment First <https://www.tn.gov/didd/for-consumers/employment--first.html>
- ▶ Partnering with other state agencies
 - Employment Roundtable <https://www.tn.gov/cdd/projects-and-initiatives/employment-and-transition/employment-roundtable.html>
 - Tennessee Works <http://www.tennesseeworks.org/>
- ▶ Tennessee Council on Developmental Disabilities
<https://www.tn.gov/cdd/about-the-council.html>



5. KEEPING UPDATED ON FEDERAL LEGISLATION AND REGULATIONS IMPACTING CIE.

- ▶ Read up on Federal Legislation, and regulations
- ▶ Participate and get involved
- ▶ Share success stories
- ▶ Partner with State and Local Agencies
- ▶ Share information about your services to other agencies, partners, employees in your organization, employers etc.

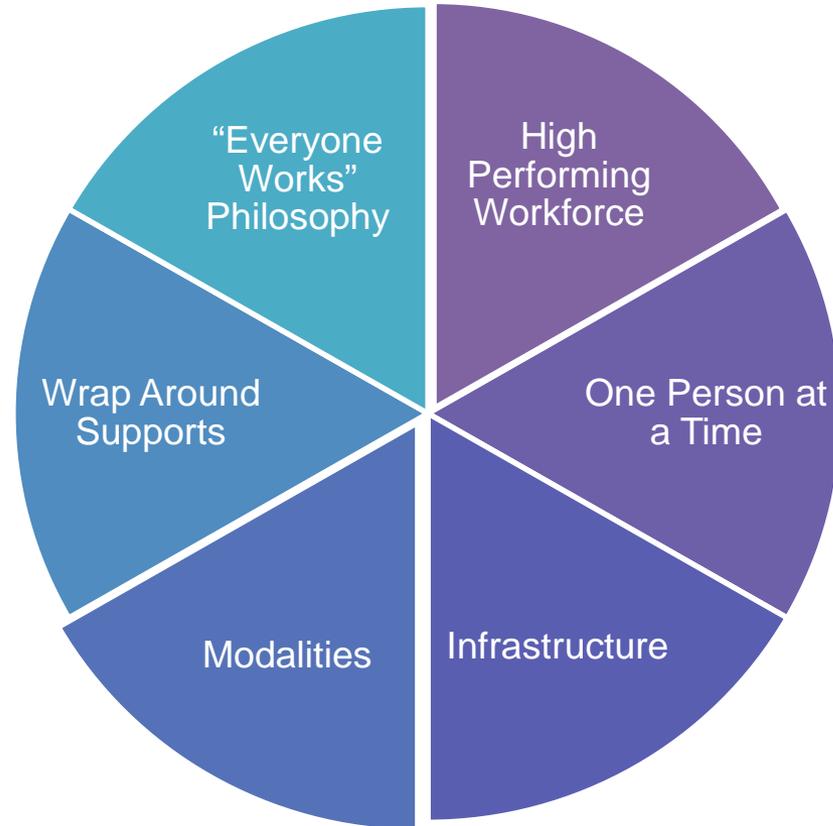


The Practice

COMPETITIVE INTEGRATED EMPLOYMENT
KAREN LEE - SEEC



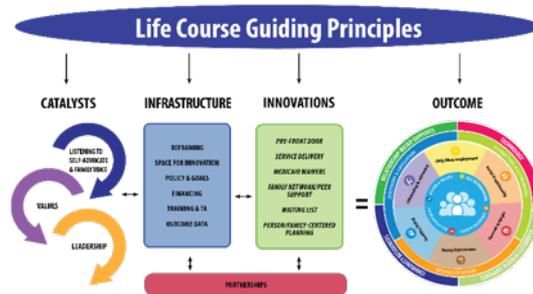
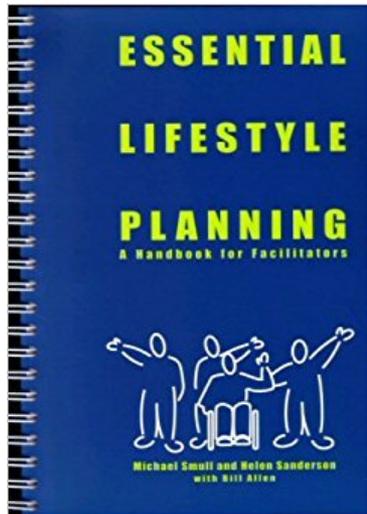
Components For Facilitating Competitive Integrated Employment



Modalities



One Person at A Time

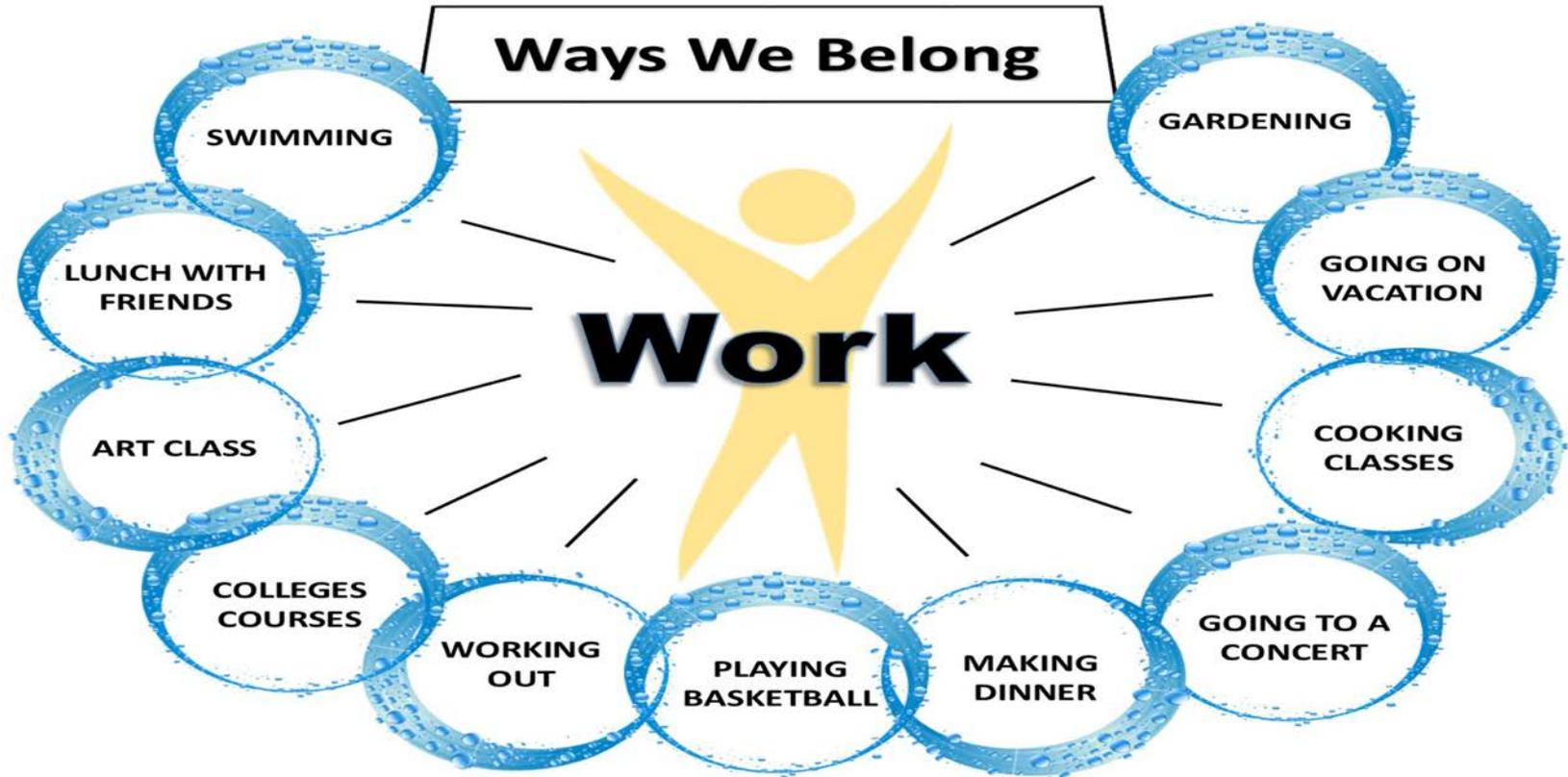


Shelli Reynolds, PhD, UMKC Institute for Human Development, UCEDD. Revised June 2014. Adapted from Hall et al., 2007

Person Centered Planning



Wrap Around Supports



Jeff



Highly Performing Staff



RESOURCES

- ▶ [Certified Employment Support Professional \(CESP\)](#)
- ▶ [Association of Community Rehabilitation Educators\(ACRE\)](#)
- ▶ [National Alliance of Direct Support Professionals \(NADSP\)](#)
- ▶ [Office Of Disability Employment Policy \(ODEP\)](#)
[Customized Employment Competency Model](#)
- ▶ [Person Centered Planning](#)
 - ▶ [Path and Maps](#)
 - ▶ [Life Course Framework](#)
 - ▶ [Essential Life Planning](#)



NEXT STEPS: TO INCREASE CIE

- ▶ Join professional organizations that promote CIE, join their state chapters and read their publications (e.g., APSE, TASH, etc.)
- ▶ Collaborate with your colleagues on practice and policy
- ▶ Seek out [Transformation resources](#) on ODEP Website
- ▶ Visit These Websites:
 - ▶ [Workforce Innovation Technical Assistance Center](#) (WINTAC)
 - ▶ [LEAD Center](#)
 - ▶ [ODEP-Customized Employment](#)
 - ▶ [Marc Gold and Associates](#)
 - ▶ [Griffin-Hammis and Associates](#)
 - ▶ [Institute on Community Inclusion](#) (ICI)



QUESTIONS

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UPCOMING WEBINAR

Get Empowered — Make the Most of Your Job and Improve Your Financial Security: Building Financial Solutions for People with Disabilities

TUESDAY, OCTOBER 30, 2018 3:30 - 5:00 PM ET

To register: click or copy and paste the following link: http://bit.ly/EBSA_ODEPWebinar



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EFSLMP: PROVIDER VOICE (VISIONARY OPPORTUNITIES TO INCREASE COMPETITIVE-INTEGRATED EMPLOYMENT)

- ▶ New Application Period is Open until November 16, 2018
- ▶ Application Link: https://apps.econsys.com/ta-planner/users/sign_up.
- ▶ Through an application process, prospective states will request technical assistance. Depending on their need, states will be able to apply for Core State, Vision Quest, or both.
- ▶ In FY 2019, we will recruit eight (8) Core States, and eight (8) Vision Quest (VQ) Policy Working Group states that will be offered intensive policy consulting, technical support and ongoing mentoring through onsite, telecommunications and virtual mediums to support the strategic aims of their efforts to increase competitive integrated employment for individuals in the targeted populations through provider transformation in their state.

EFSLMP: PROVIDER VOICE (VISIONARY OPPORTUNITIES TO INCREASE COMPETITIVE-INTEGRATED EMPLOYMENT)

- ▶ States will have the option to apply for either Core State T/TA, Vision Quest (VQ), or both.
- ▶ Each Core State will be eligible for up to 200 hours of training/technical assistance.
- ▶ Each VQ State will be eligible for up to 100 hours of technical support to develop policy guidance.
- ▶ To apply for Core State T/TA, there must be buy-in from the following six agencies: Vocational Rehabilitation, Intellectual and Developmental Disabilities, Mental Health, Workforce Investment, Education, and Medicaid.
- ▶ In FY 2019, the state Mental Health agency must also agree to either be the lead agency, or participate as a Co-State Lead with the agency that will primarily lead the state's Provider VOICE implementation.

