

# *Orchestrating Success*

## **Summer SC Training Series**

### ***Session 7: Employment Services***

*August 18, 2017*

# Objectives



- Why the emphasis on employment?
- Review changes in the employment services
- Review new employment services
- Clarify the differences between services
- Provide guidance about how to identify the right employment services for an individual.

### **Employment is Critical To Meeting System Goals**

- Supporting people with disabilities to work in integrated employment in the community 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;
  - Reduced utilization of other Medicaid services; and
  - Providing meaningful ways for people to spend their days.
- Centerpiece to thinking about other “day services”

- Regulatory Requirements for Home and Community-Based Settings (HCBS):
  - The setting is integrated in and supports full access of individuals receiving Medicaid HCBS to the greater community, including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS.



Signed by President Barack  
Obama on July 22, 2014

**WIOA**  
Workforce Innovation and Opportunity Act

*“WIOA is designed to help job seekers access employment, education, training and support services to succeed in the labor market and match employers with the skilled workers they need to compete in the global economy.”*



<https://www.doleta.gov/wioa/Overview.cfm>

- Executive Order: 2016-03 – Establishing “Employment First” Policy and Increasing Competitive Integrated Employment for Pennsylvanians with a Disability
  - The executive order establishes policy for agencies under the Governor’s jurisdiction, requiring competitive-integrated employment be the first consideration and preferred outcome of all publicly-funded education, employment and training, and long-term supports and service programs for working-age Pennsylvanians with a disability.

# EDL#3 Increase Employment

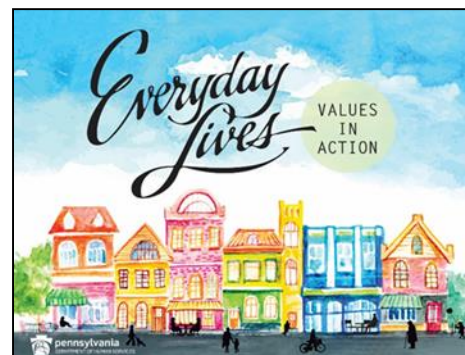


## 3. INCREASE EMPLOYMENT

Employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same as for people without disabilities.

### EMPLOYMENT IS:

- Feeling proud
- Meeting new people
- Having self-confidence
- Building new skills
- Getting a paycheck
- Paying taxes



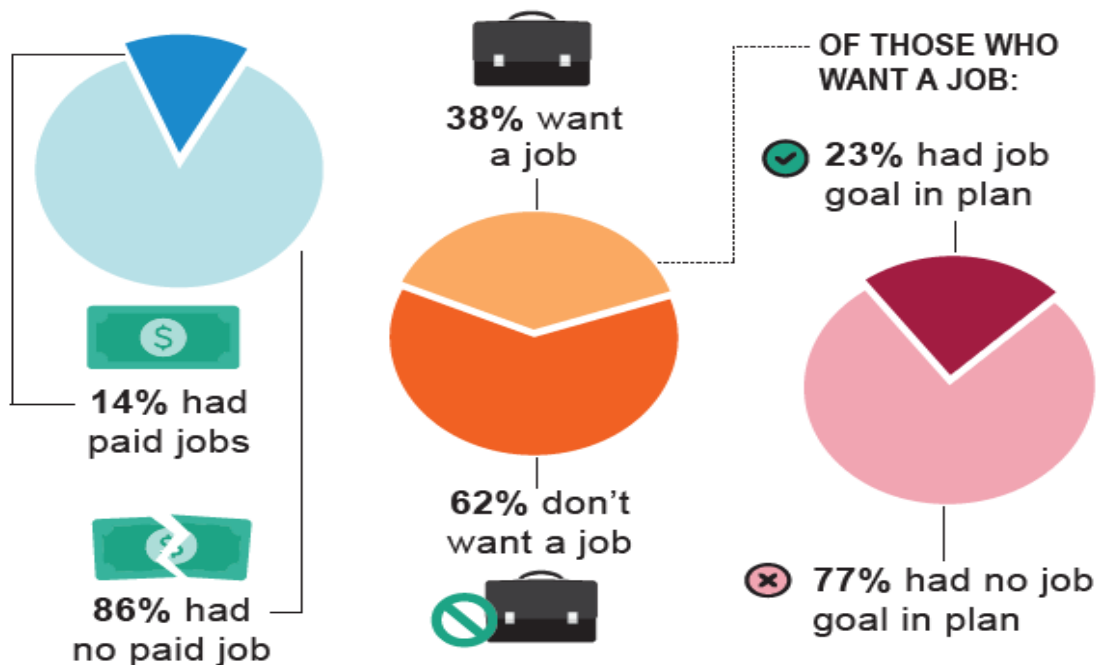
## Efforts to expand employment supports

- \$15,000 beyond P/FDS cap
- Advanced Supported Employment
- Benefits Counseling
- Transportation benefit for people living in residential settings who have a job

# BY THE NUMBERS: *EVERYDAY LIVES* TODAY

## EMPLOYMENT

Of people interviewed by Independent Monitoring for Quality:



Source: National Core Indicators, 2012-13





# Services To Achieve and Support Competitive Integrated Employment

Supported Employment

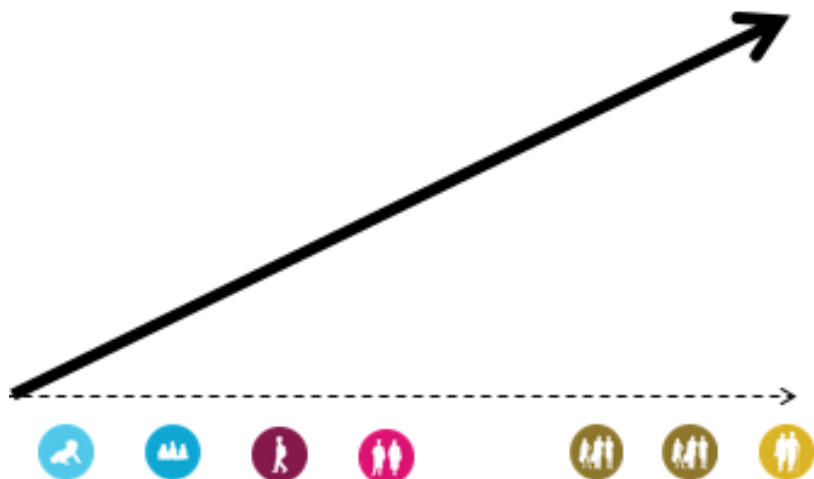
Advanced Supported Employment (New)

Small Group Employment (Formerly Transitional Work)

Benefits Counseling (New)

# Life Trajectory Worksheet

Life Stages and Trajectory  
Toward the Good Life



Example of A Person's Vision  
for a Good Life Related to  
Employment:

- Make new friends, feel more connected to my community
- Learn new skills, gain confidence in my abilities
- Make money so I can go on vacation
- Become more independent

# Supported Employment



- Supported Employment services are provided in a variety of community settings for the purposes of supporting participants in obtaining and sustaining competitive integrated employment. Competitive integrated employment refers to full or part-time work at minimum wage or higher, with wages and benefits similar to workers without disabilities performing the same work, and fully integrated with coworkers without disabilities.

# Supported Employment



- Supported Employment services include activities such as training and additional supports including worksite orientation, job aide development, coordination of accommodations and ensuring assistive technology that may be needed by the participant to obtain and sustain competitive integrated employment is utilized as specified in the plan.
- Supported Employment services consist of three components: career assessment, job finding or development, and job coaching and support.

## NEW SERVICE

An enhanced version of supported employment services that includes discovery, job development, systematic instruction to learn the key tasks and responsibilities of the position and intensive job coaching and supports that lead to job stabilization and retention.

- Advanced Supported Employment is paid on an outcome basis. Providers are paid for three separate outcomes:
  1. Discovery Profile
  2. Securing a Job
  3. Retention of Job

# Small Group Employment



- Small Group Employment services consist of supporting participants in transitioning to competitive integrated employment through work that occurs in a location other than a facility subject to 55 Pa. Code Chapter 2380 or Chapter 2390 regulations.
- Participants receiving this service must have a competitive integrated employment outcome included in their service plan, and it must be documented in the service plan how and when the provision of this service is expected to lead to competitive integrated employment.

# Small Group Employment



- Small Group Employment service options include mobile work force, work station in industry, affirmative industry, and enclave.
  - A **Mobile Work Force** uses teams of individuals, supervised by a training/job supervisor, who conduct service activities at a location away from an agency or facility. The provider agency contracts with an outside organization or business to perform maintenance, lawn care, janitorial services, or similar tasks and the individuals are paid by the provider.



# Small Group Employment



- A **Work Station in Industry** involves individual or group training of participants at an industry site. Training is conducted by a provider training/job supervisor or by a representative of the industry, and is phased out as the participant(s) demonstrates job expertise and meets established work standards.
- **Affirmative Industry** is a business that sells products or services where at least 51% of the employees do not have a disability.
- **Enclave** is a business model where participants with a disability are employed by a business/industry to perform specific job functions while working alongside workers without disabilities.

## **NEW service**

- Through accurate individualized assessment, this service provides information to the participant regarding the full array of available work incentives for essential benefit programs including Supplemental Security Income, SSDI, Medicaid, Medicare, housing subsidies, food stamps, etc.
- Provided by Certified Work Incentive Counselor
- Limit 10 hours annually
- Available only after service sought and unavailable through PA's Work Incentive Planning and Assistance programs (WIPAs)

	Advanced Supported Employment	Supported Employment	Small Group Employment
<b>This service is appropriate for:</b>	<p>People interested in competitive integrated employment who have little or no work experience; or</p> <p>People who have used Supported Employment and were unable to secure a job or keep a job for more than 6 months.</p>	<p>People interested in competitive integrated employment who have little or no work experience; or</p> <p>People who are currently employed but need extended supports to maintain their current job; or</p> <p>People who are currently employed but are interested in finding a new job.</p>	<p>People who need to gain work skills to achieve competitive integrated employment and are interested and would benefit from experience in a mobile work force, a work station in industry, affirmative industry or enclave to learn those skills.</p>

	<b>Advanced Supported Employment</b>	<b>Supported Employment</b>	<b>Small Group Employment</b>
<b>Wages</b>	Employer pays minimum wage or higher.		
<b>Staff to Individual Ratios:</b>	Not Applicable, outcome based service	1:1 1:2	1:10 to 1:6 1:6 to 1:3.5 1:3.5 to >1:1 1:1

	Advanced Supported Employment	Supported Employment	Small Group Employment
<b>Limits:</b>	Advanced Supported Employment and Supported Employment services may not be authorized during the same time period.		
		Providers cannot also be the employer.	
	Outcome based service, no limit on hours.	<p>When not provided with any other employment service the hours cannot exceed 40 per week.</p> <p>When provided in conjunction with other employment services, the hours cannot exceed 50 per week.</p>	

# On The Job Companion Support

	<b>Advanced Supported Employment</b>	<b>Supported Employment</b>	<b>Small Group Employment</b>
<b>On The Job Companion Support</b>	Companion services may be provided at the same time as these services to support the individual with personal care needs.		Support with personal care needs is included as part of the Small Group Employment service. Companion services may not be authorized for this.

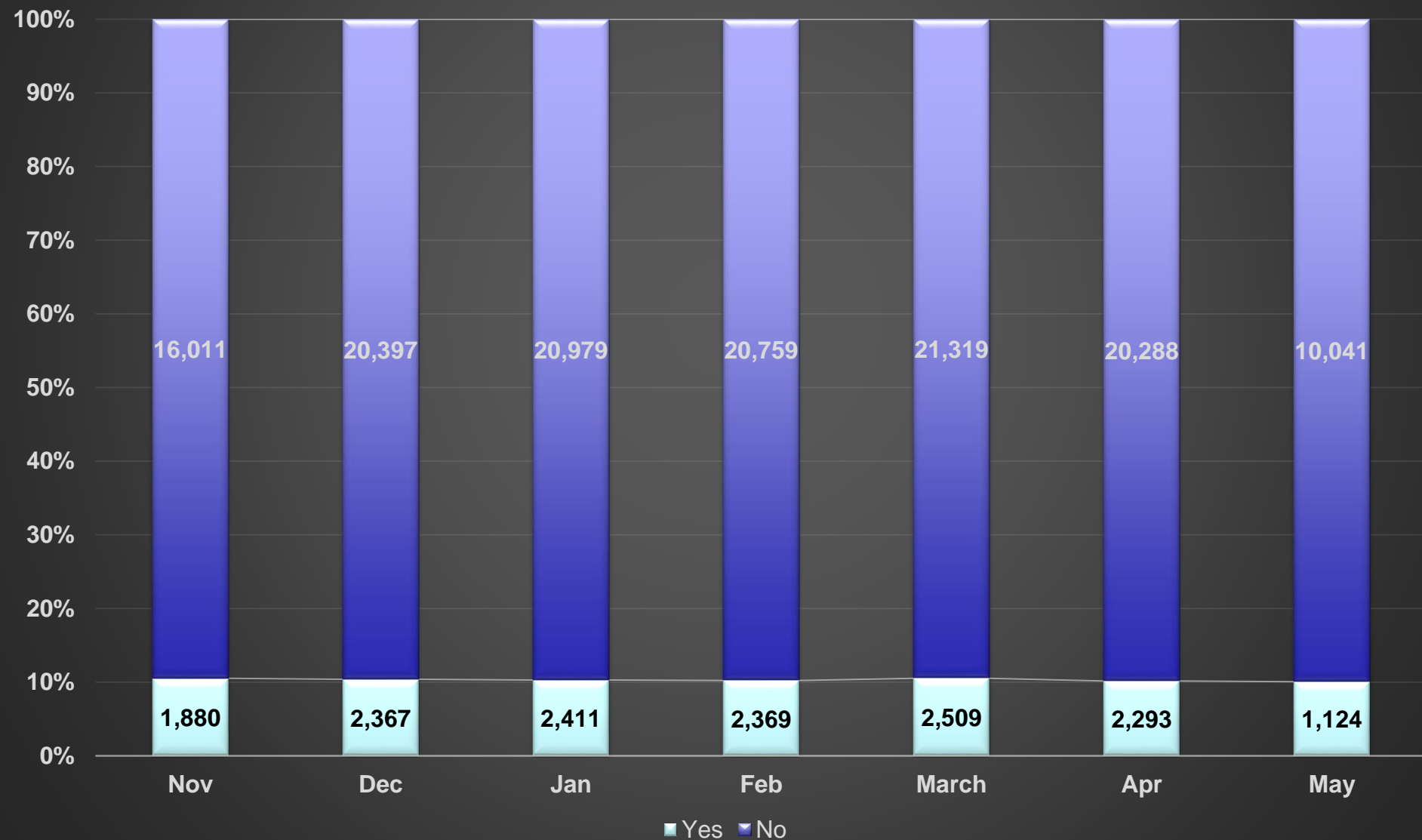
# Provider Qualifications



	<b>Advanced Supported Employment</b>	<b>Supported Employment</b>	<b>Small Group Employment</b>
<b>Who:</b>	Staff who work directly with the participant to provide the service.	Staff who work directly with the participant to provide the service.	
<b>When and What:</b>	7/1/17 Education and/or experience; AND  Advanced Supported Employment certification	1/1/19 Certified Employment Support Professional or Basic Employment Services Certificate of Achievement Effective 11/1/18, newly hired staff who do not have the required certification when hired must work under the supervision of someone who is certified (for max 60 days post-hire).	

# Percent of Individuals in ODP Programs who have Competitive, Integrated Employment

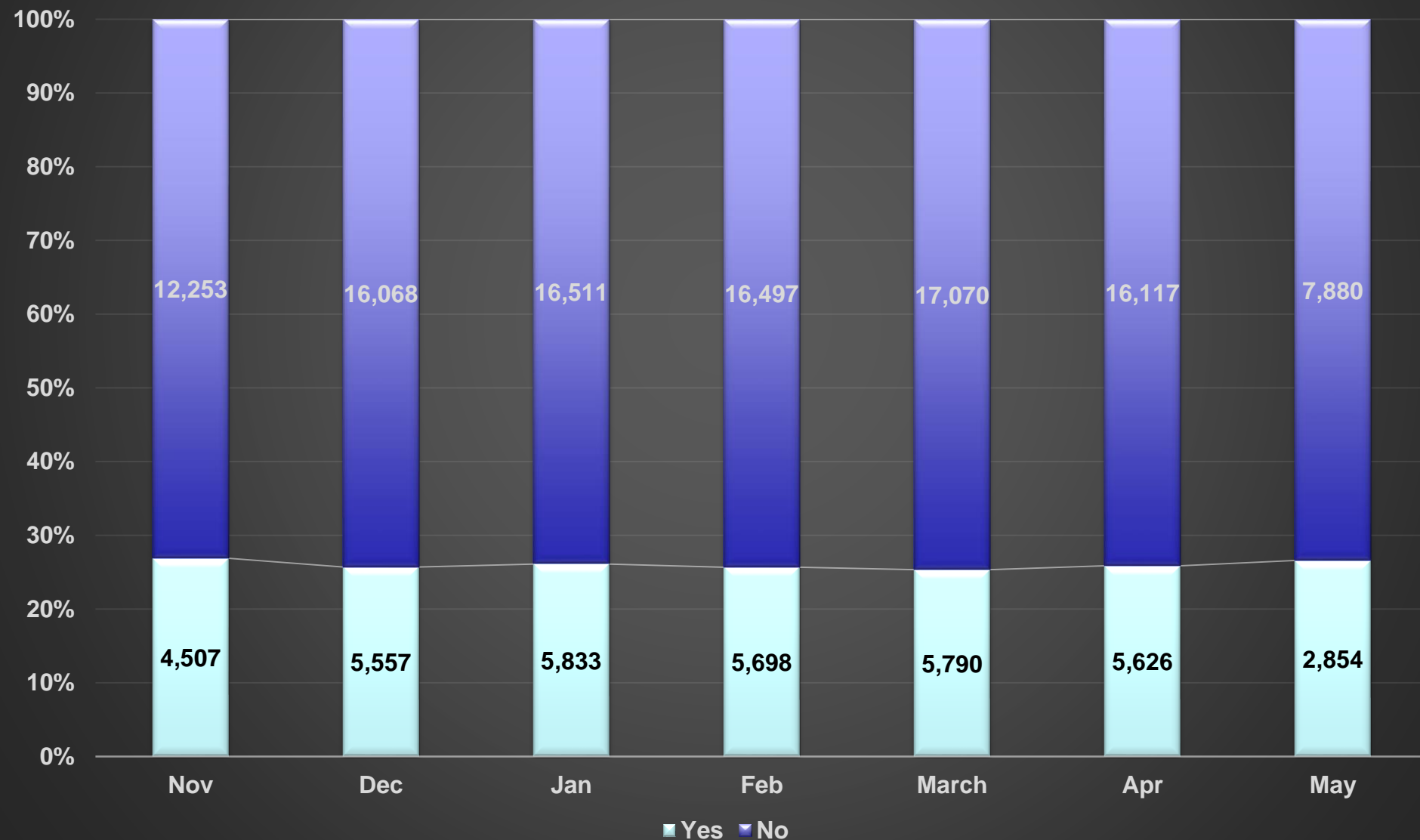
*Data Source: ODP Monitoring Questions extracted from HCSIS, 11/1/16 – 6/1/17  
Participants in Base, P/FDS, Consolidated, and Adult Autism Waiver ages 18 - 64*



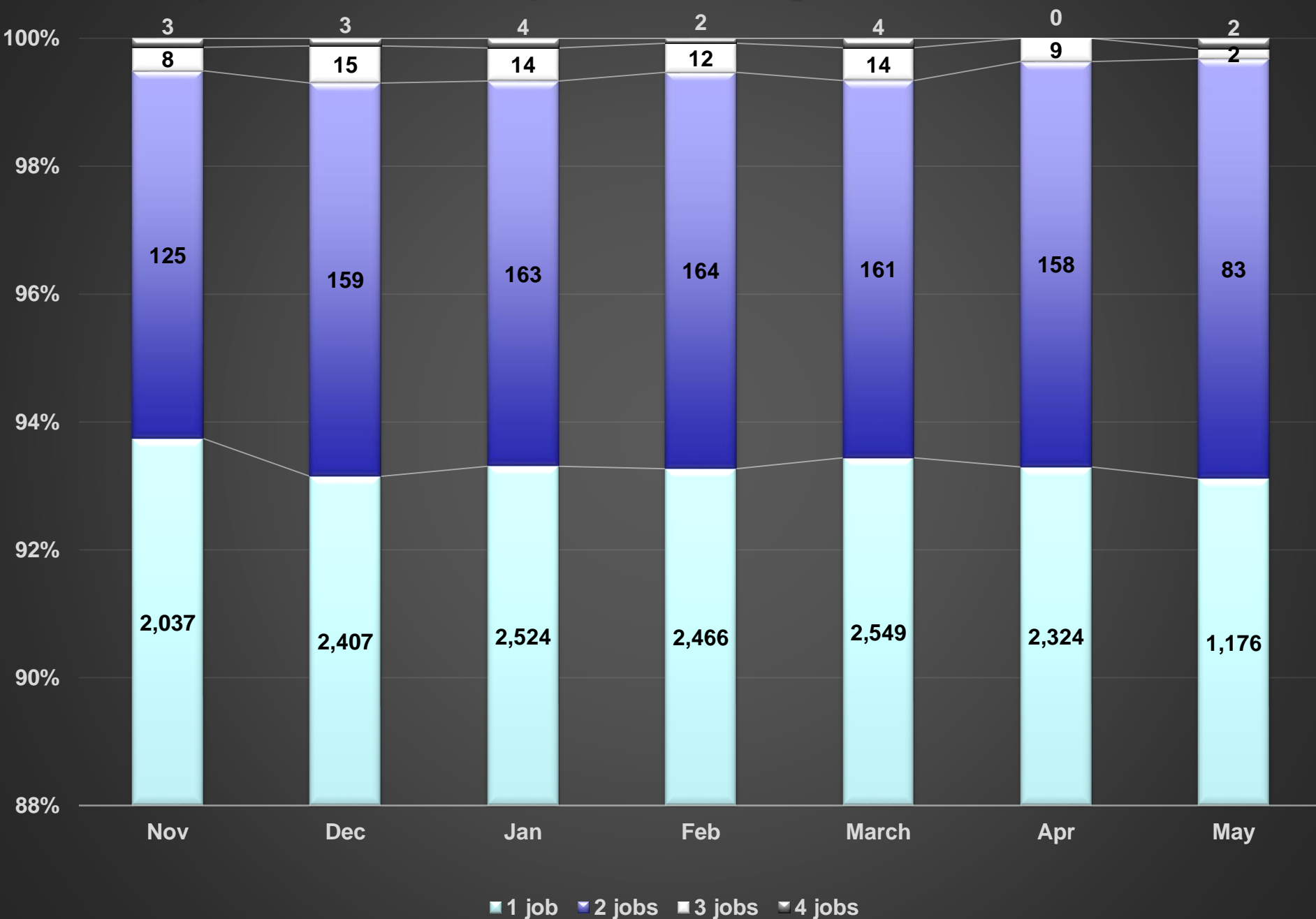


# Proportion of Participants Enrolled in Prevocational or Transitional Work in ODP Programs

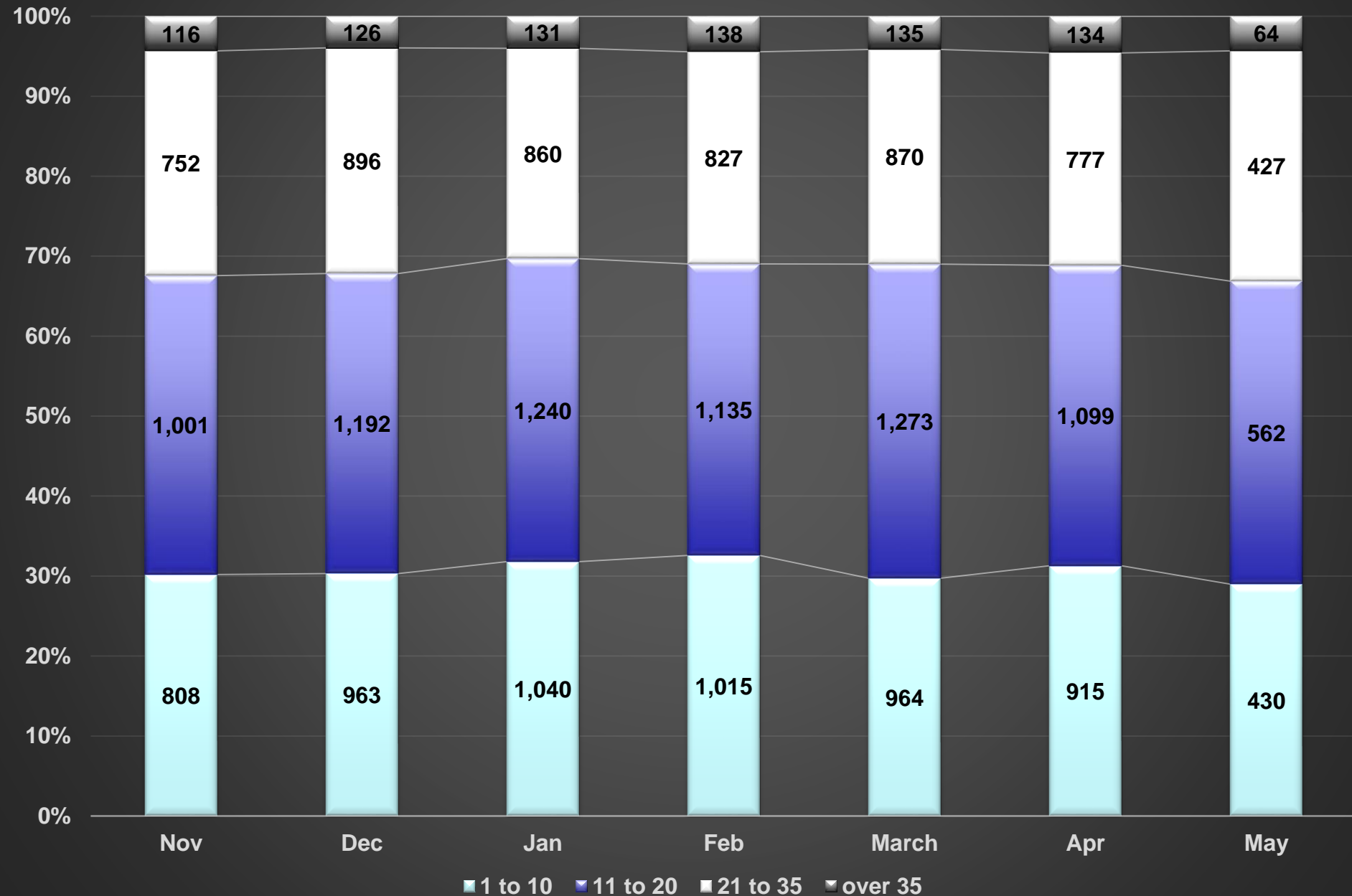
*Data Source: ODP Monitoring Questions extracted from HCSIS, 11/1/16 – 6/1/17  
Participants in Base, P/FDS, Consolidated, and Adult Autism Waiver ages 18 - 64*



# Proportion of Participants Working 1, 2, 3, or 4 Jobs

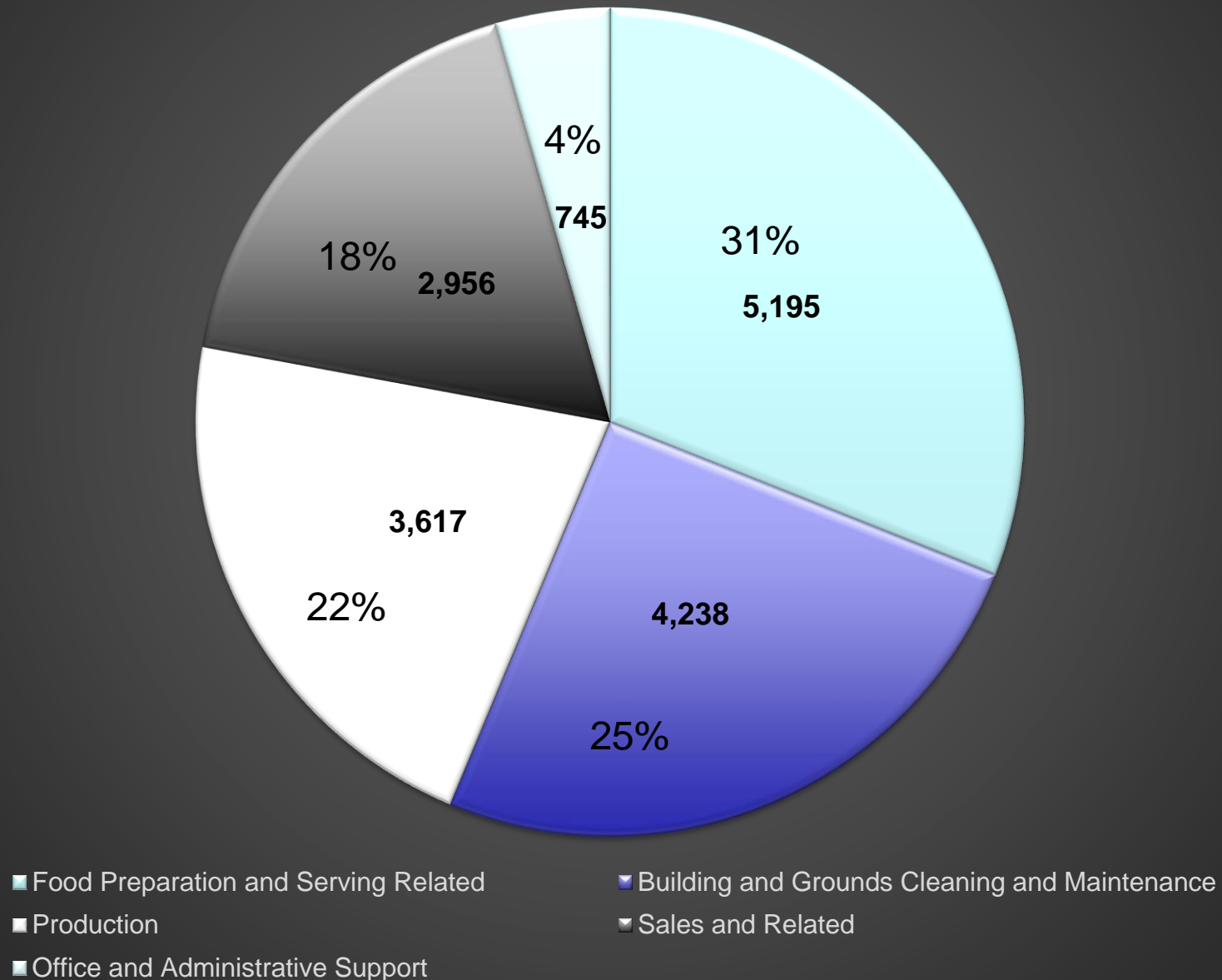


# Proportion of Participants by Number of Hours per Week Working



# Proportion of ODP Program Participants by Job Type

**\*Includes only the Top 5 Job Types (employ >100 people)**



# Clarify Employment Monitoring



- ❑ Data entry concern on employment monitoring questions
  - 11% of individuals identified as not having a job, but had a least 1 job indicated on the follow-up question.
    - **Is the individual working in a competitive integrated job? Y/N?**
    - **How many jobs is the individual working that meets the definition of competitive integrated employment?**
  
- ❑ Competitive Integrated Employment is not
  - Work in a licensed facility
  - Work at Subminimum Wage
  - Work using Small Group Employment

“ Employment is fundamental in our society for most people. It organizes your life. It connects you to other people. It gives you something bigger than yourself to be part of.”

Arthur Goldsmith, W & L University

- ODP Communication 088-16, *Individual Monitoring Tool Clarification of the New Employment Questions*
- ODP Communication 030-16, *Pathway to Employment Guidance for Conversations & ODP/SELN SC Employment Trainings URL Change*
- *Pathway to Employment Guidance for Conversations*  
<http://static.smallworldlabs.com/umass/content/seln/docs/pennsylvania-guidance-for-consversations-about-employment.pdf>