

# Braided Funding Strategies to Improve Employment Outcomes & Transformation

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Training

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# Learning Objectives

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- ◆ Review recent history of employment outcomes and practices
- ◆ Future Trends for Employment Seekers
- ◆ Overview of needed changes needed for organizations to achieve Employment First
- ◆ Overview of Braided Funding Strategies
- ◆ The New Employment Budget
- ◆ Social Security Work Incentives
- ◆ Partnering with High Schools
- ◆ Grants, Private Pay
- ◆ Micro-Lending

# Today's Current Reality

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- ◆ The latest numbers from the Institute for Community Inclusion (Butterworth 2014) show that 18.4% of individuals with Intellectual Developmental Disabilities (I/DD) are working in community settings which is a decline of 6.2% from previous research.
- ◆ Projections show that the graduation rates for people on the Autism Spectrum are going to increase by 400% in the next ten years ( Shattuck 2014).
- ◆ The numbers of people with serious mental health issues working continues to be very low.
- ◆ We spend more \$\$\$ transporting people to and from day programs than the cost of the program services.

# “Times They are a Changing”

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- ◆ Younger Families want Community Integration and real jobs in the Community more than previous generations
- ◆ Employment First Legislation
- ◆ Work Force Innovation Act (WIOA)
- ◆ CMS latest announcement on Performance-Based Payment Options for Employment Services

# Blending & Braiding Resources

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- ◆ Integrates all potential resources
  - Maps how each resource can support larger goal
- ◆ System Resources (benefits, VR, FSS, I/DD)
- ◆ Community Resources: Microloans, etc.
- ◆ Personal/Family Income or Contribution
- ◆ Explore individually during Discovery

# Thoughts About Funding?

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- ◆ “If I would have asked people what they wanted they would have said faster horses.” - Henry Ford
- ◆ “Good Work gets noticed!!” Cary Griffin The Job Developers Handbook
- ◆ Sacred Cows Make the Best Burgers Kriegel & Brandt
- ◆ Community Employment needs to transform from a para-professional service to an issue of Economic Development - Corey Smith

# Additional Thoughts on Funding

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- ◆ Before attracting nontraditional funding often organizations need to show evidence of developing high quality employment outcomes
- ◆ Staff training is often an important element not prioritized with customized and supported employment
- ◆ Pennsylvania Office of Disability Program's (ODP) pays one of the best funding rates in the country

# Phyllis: Mental Health Peer Specialist

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- ◆ Had not worked in 20 years
- ◆ Had not driven in 15 years
- ◆ Was denied Social Security benefits for 5 years
- ◆ Was convinced she could not make over \$300 a month
- ◆ Received training as a benefits specialist
- ◆ Was able to care for grand children during family emergency
- ◆ Single handedly decreased MH hospitalizations by 35% in a rural area
- ◆ Later hired by the County and retired with a pension and a much bigger Social Security check.



# Phyllis: MH Peer Specialist Funding

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- ◆ \$25,000 PASS
- ◆ Developed a revolving Loan Fund with the local ARC
- ◆ Loan paid off ahead of schedule
- ◆ Received some funding from Vocational Rehabilitation
- ◆ Follow along support provided by Community Mental Health

# Michael's Vending

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- ◆ Michigan VR grant
- ◆ Knights of Columbus
- ◆ \$27,000 PASS
- ◆ Converted Workshop Funding

# Michael's Vending Business

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- ◆ While converting a sheltered workshop we became concerned about where Michael might work.
- ◆ Michael had a strong interest in vending machines
- ◆ We found a local Knights of Columbus who basically adopted Michael's business and provided some start up funding and support for a number of years.
- ◆ We were also able use PASS funds, VR job coaching, and County follow along \$\$\$

# Development Thinking Versus Service Hour Thinking

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- ◆ Always concerned about service hours in a system that now rewards accomplishments.
- ◆ Commitment to always doing development work around a mission of Employment First!!!

# The Old Employment Budget

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◆ Vocational Rehabilitation	55%
◆ Medicaid I/DD Waivers	30%
◆ ID/DD State dollars	10%
◆ Mental Health	5%

# Braided Funding Approaches

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- ◆ School Districts
- ◆ Settlement Agreements
- ◆ Vocational Rehabilitation
- ◆ ID/DD/ BAS Medicaid Waivers
- ◆ State Funded Intellectual Disability Programs
  - Private Pay
  - Trusts
- ◆ Social Security
- ◆ Work Incentives – Student Earned Income Exclusion, Plan for Achieving Self-Support
  - Work Force Development (summer jobs, internships, paid employment)
- ◆ Grants
- ◆ Ticket to Work

# Social Security Work Incentives

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- ◆ Student Earned Income Exclusion- allows a student to make \$7,200 a year before any adjustment to Supplemental Security Income
- ◆ Plan for Achieving Self Support (PASS)- allows a job seeker to set aside Social Security funds for a work goal
- ◆ Property Essential for Self Support (PESS)- allows a business owner with a disability to have large amounts of money in a business account without effecting Social Security Substantial Gainful Activity

# PLAN FOR ACHIEVING SELF-SUPPORT (PASS)

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- ◆ Currently 32% of adults over the age of 21 receiving Social Security (SSA) benefits are able to attain a PASS worth between \$8,000- \$14,000
- ◆ These are individuals who are receiving both Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI).



# PLAN FOR ACHIEVING SELF SUPPORT (PASS)

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- ◆ A Work Incentive that can help an individual who has work related expenses
- ◆ Set aside income and/or resources, other than SSI
- ◆ In return receive increased SSI, or become eligible for SSI, to pay for living expenses

# PLAN FOR ACHIEVING SELF SUPPORT (PASS)

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- ◆ Funds set aside are used to purchase items/services that help reach a specific work goal
- ◆ Length of PASS based on individual consideration
- ◆ Reduce/eliminate need for SSI/SSDI
- ◆ Support a work goal that reduces SSI or eliminates need for SSDI

# PLAN FOR ACHIEVING SELF SUPPORT (PASS)

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Funds can be used for work related expenses, such as:

- Career Planning activities
- Job search expenses
- Job coaching
- School/Training
- Transportation
- Equipment
- Business start-up expenses
- Dues/subscriptions
- Attendant care

There is NO exhaustive list—request what is reasonable and necessary

# Hunter at the Stitch and Print

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- ◆ Getting acquainted
- ◆ Moving from the IPAD to Photo Shop
- ◆ The unmet business need
- ◆ The PERFECT PASS
- ◆ Meeting each others needs
- ◆ Sewing it all together

# Hunter's New Equipment

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- ◆ Hunter qualified for a \$14,000 PASS
- ◆ Developed a Revolving Loan/Funding operation
- ◆ California DD Council Support
- ◆ Job coaching was funded by the local I/DD funding organization

# Work Force Investment Act (WIOA) Opportunities

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- ◆ Went into effect on 7/01/2015
- ◆ Enhanced School to Work transition efforts
- ◆ Customized Employment as a Vocational Rehabilitation (VR) billable service under Supported Employment
- ◆ Requires increased collaboration between VR and I/DD, Mental Health (MH) and Work Force Development
- ◆ Partnering with Work Force Development on funding for internships, apprenticeships, summer employment and after school jobs
- ◆ There are a number of new opportunities to partner!!!

# Special Education Indicator 13 & 14

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- ◆ Indicator 13-All schools must provide an effective transition plan and services
- ◆ Indicator 14- All school districts must participate in reporting on the percent of youth with disabilities, who had IEP's are no longer attending secondary school and who have been competitively EMPLOYED, enrolled in some type of secondary school, or both within one year of leaving high school.

# CMS Announces Performance-Based Payment Options for Employment

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- ◆ Outcome Payments for Discovery, Supported Employment Assessment Services and Report, or Job Development, Placement, or Customized Employment



# CUSTOMIZED INTERNSHIPS

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# Self-Employment

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- ◆ Self-Employment has potential for anyone... but not for everyone!
- ◆ Adding Supported Self-Employment increases range of employment options and opportunities for success
- ◆ A way for people who receive SSI and/or Medicaid to accumulate wealth.

# Clint's Notary Public & Ebay Sales

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- ◆ The Honorary Mayor of his home town
- ◆ Limited Transportation Options and Personal Support Needs
- ◆ Computer and People Skills
- ◆ Sales Skills

# Business growth takes time

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- ◆ First year sales were \$600
- ◆ PASS was approved to help get things moving
- ◆ Since February sales have increased from \$900-\$2,500

# Funding Clint's Start-Up

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- ◆ High School paid for Discovery
- ◆ VR paid for some job coaching
- ◆ PASS paid for most of business start-up  
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- ◆ PA DD Council grant paid for consultation
- ◆ Local I/DD Medicaid pays for follow along

# Lyndon's Theme's and Ideal Conditions

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- ◆ Being Mechanical/Precise??
- ◆ Being close to a bathroom
- ◆ Being Helpful
- ◆ Facebook
- ◆ Work Ethic
- ◆ GPS

# Website Development

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- ◆ We hired the job coaches girl friend to build a new website as part of the negotiated position to sell the components.

# FUNDING LYNDON

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- ◆ High School Paid for Discovery
- ◆ VR Job Development
- ◆ VR Paid for Equipment
- ◆ ID Pays for Follow along
- ◆ Grant Funds paid for Website



# Grant Opportunities for Community Employment

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Autism Speaks

KNBT Bank

DHL Chamber of  
Commerce Grants

Office of Disability  
Employment Policy

Office of Vocational  
Rehabilitation Innovation  
Grants

Source America  
Customized Employment

City and County  
Community and  
Economic Development  
grants

PA Office of Disability  
employment grants

One Stop Centers

# Micro-Lending Details

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- ◆ Micro loans are usually set up with grant funding or public fund raising. The loans are usually set up with low or no interest to stimulate economic development.

# Micro-Lending Options

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- ◆ ARC of Allegan County
- ◆ Knights of Columbus
- ◆ City of Bethlehem SBDC
- ◆ Bedford PA Advocacy Group
- ◆ Job Squad WV CD Guarantee

# Compensating Loan Balance

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- ◆ Using CD's as loan collateral
- ◆ Partnering with a local credit union
- ◆ If the job seeker is delinquent on the loan the financial institution just cashes out the CD
- ◆ Self-Employment
- ◆ Resource Ownership

# Kennedy Foundation

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- ◆ New Micro-lending program sponsored by the Kennedy Foundation that requires no positive credit rating, no background check, low interest loans backed through local banks

# Kennedy Foundation

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- ◆ Griffin-Hammis in partnership with employment providers work with small banks and credit unions to provide backing for small employment loans that if they fail are covered by the Kennedy Foundation Funding

# Partnering Traditional & Nontraditional Funding

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- ◆ Developing roughly \$1.3 mill in nontraditional funding helped increase traditional funding by \$200,000
- ◆ WE NEED TO MAKE EMPLOYMENT FOR THE PEOPLE WE SERVE AN ISSUE OF ECONOMIC DEVELOPMENT

# Diversifying the Employment Budget

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◆ Vocational Rehabilitation	27%
◆ Medicaid Waivers	23%
◆ ID/DD State dollars	6%
◆ Mental Health	2%
◆ High Schools	19%
◆ Autism Waivers	7%
◆ Grants	13%
◆ Private Pay	3%



# Real Change!!!!

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“Large systems change is a useful way to think, but transforming action is always local, customized, unfolding, and emergent.”

Community: The Structure  
of Belonging

# QUESTIONS/COMMENTS?

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# Contact Information

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