

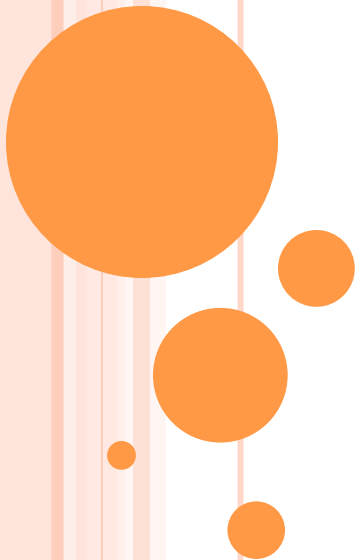
**THE NEW AND MODERN PROVIDER OF
SERVICES FOR PERSONS WITH
DISABILITIES:**

EASY TO TALK ABOUT, HARDER TO DO

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A TRANSITION FROM, TO

- From Sheltered Workshops, Affirmative Industries, Enclaves, Mobile Work Crews, Day Centers, and Group Homes.
- Who Says We have to? CMS, Final Rule, WIOA, Olmstead, ADA, Court Rulings in Oregon, Rhode Island, Delaware, United States Department of Justice.
- To Supported and Customized Employment, Own Home, Shared Living, and Supported Apartments

PROBLEMS ONE, TWO, AND THREE

- The #1 Problem is current waivers financially incentivize congregation of people into groups to provide services.
- The #2 Problem is not enough people know how to deliver modern services, like how to do Discovery in Customized Employment
- The #3 Problem is this change requires a well-paid, educated, and low turnover workforce.
- A Workforce that partners with discrete skill providers, sometimes known as employers.

HUGE PROBLEM #4: THE FUNDING MECHANISM

- Problem #4 is the Funding Mechanisms are outdated because there are inherent problems with:

Statewide hourly provider fees for service. They have the potential to incentivize low paid direct service personnel.

Milestone performance payments. They incentivize too little VR investment, encourage creaming, discourage providers.

THE FUNDING MECHANISM PROBLEM

Vocational Rehabilitation's upfront investment should be between \$9000--\$12,000 average if milestone payments are used, not \$4000-\$6000.

Paying providers for hours worked, instead of for services rendered, whether a service was provided or not. Hurts cost effectiveness of employment models, lessens Medicaid State Agency support.

THE FUNDING MECHANISM PROBLEM

PART 1

Currently, service rates x hours determine the individual budget allocation rather than the the fair and equitable distribution of taxpayer dollars based on relative need determining the individual budget allocation.

Inability to concurrently pay employers as providers.

Narrow job possibilities.

THE PROVIDER PERSONNEL PROBLEM

The provider should know the work they are training the person to do.

On-site trainers/teachers are a kind, knowledgeable but narrow bridge to community work life.

THE FUNDING MECHANISM PROBLEM

PART 2

So little of the rate's funds go to the person providing the direct support. Encourages providers to use funds in excess of costs elsewhere do to funding deficiencies.

FROM FACILITY TO FLOW

- Move from a “my people” box or facility orientation, to a new customer referrals, get the job done, flow/outcome orientation, using existing places and buildings in the community.
- This will move more of the funding from facility maintenance and transportation to and from settings to increased DSP wages/salaries to support citizens when needed in the community.

THE TRANSPORTATION PROBLEM

Current Transportation Services Support continued grouping and segregation, not individual 1:1 models of community employment.

UNINFORMED OR CONFLICTED CHOICE

- The Comprehensive Functional Assessment of Need results are routinely discounted or ignored if the family wants a door to door service to a disability facility.
- The Case Manager routinely writes and authorizes a plan of services that has little to do with the results of the Comprehensive Functional Assessment of Need.

A MISSING STATE POLICY

- There is not a State Policy that ensures Medicaid waiver, (i) State Plan, or other State Plan funds are used efficiently and economically for services in accord with Federal Law, to ensure that expenditures of taxpayer monies produce outcomes, thereby lessening or ameliorating the need for constant and expensive ongoing direct supports and services.

WHAT CAN I DO RIGHT NOW

Horse drawn carriages, primary form of transportation in the United States from 1815-1915.

- This transition took but 5 years.

Gasoline-powered automobiles, primary form of transportation 1915-2015.

- Why did carriage makers (except Studebaker) fail?
- Answer: They thought the change would be easy.

LET'S ASSUME WE HAVE: STUDEBAKERS ALL THE WAY DOWN!

Sheltered workshops primary form of work for persons with disabilities 1960-2020.

Community employment primary form of work for persons with disabilities 2020-2080.

Until the changes come, what can I be doing?

EDUCATE YOURSELF

- Visit new and modern providers in other states
- View the coming changes firsthand
- Learn 1:1 Service Outcome Funding

READ

- On Supported Employment
- On Customized Employment
- On Discovery
- Discount the Advice of National Trade Organizations
- Understand Recent Court Decisions, including Supported Employment

PROMOTE FUNDING FOR DSPs

Promote Funding that pays for the costs of quality, low turnover, educated, and skilled personnel, that get results.

INDIVIDUAL INTERESTS

- Complete Individual Interest Inventories, Supports Intensity Scales, etc. on everyone.

1:1 TIME IN THE COMMUNITY

- Make it so everyone has some time 1:1 participating in something in the community.
Community Participation, not Community Presence

THE CALENDAR REVIEW

- Do bi-monthly random calendar checks to ensure personnel are developing relationships, contacts, and connections with persons outside of human services—clubs, groups, associations, churches, businesses, and potential employers.

THINK ONE

- Think one person at a time, never “them” or “people”

PAY INCREASES

- Advocate for Direct Support Professional Pay Increases, not improved rates, or increased flexibility, just more pay for those that actually touch and work side-by-side with the person 1:1 helping them acquire new skills.

THE EMPLOYEE PORTFOLIO

- Create a demonstrated competency portfolio personnel improvement system that considers a permanent pay increase.

IT'S ABOUT THE MONEY

- Advocate for rates that are based on what the state determines to be reasonable and allowable costs
- Individual Allocations based on Relative Need
- Self-directed Funding

THE COMPLETE MENU

- Advocate for complete menu of waiver options to control Medicaid costs and achieve ongoing lower cost outcomes: self-directed services, community access services, goods and services, education and training, community guide/supports broker, fiscal management (fiscal intermediary) services.

DISCOVERY

- Learn everything possible about the Discovery method of how to transition citizens with significant employment challenges to real jobs and businesses in the community

BE EINSTEIN

- *“I wouldn’t give a nickel for the simplicity on this side of complexity, but I would give my life for the simplicity on the other side of complexity.”*

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Thank you!