The New Day Services

Brought to you by MEORC, OPRA, and OACB





Ohio Association of County Boards Serving People with Developmental Disabilities

Why change the rules?

Life is like underwear, change is good.



Relax and Breathe!

Person-Centered Planning

Community Membership

Community Employment



Priorities

The New Day Services

** Any day, any time **

- Day services are no longer limited to Monday through Friday during the day.
- The new day services offer more flexibility to meet the individualized needs of the people we support
- Tracking the utilization of budgets will be more important than ever

The New Day Services New Budget Limitations

Based on 260 days of service (6500 units/year)

| CODB | Group A | Group A-1 | Group B | Group C |
|------|----------|-----------|----------|----------|
| 1 | \$10,270 | \$10,270 | \$18,460 | \$30,745 |
| 2 | \$10,335 | \$10,335 | \$18,655 | \$31,070 |
| 3 | \$10,465 | \$10,465 | \$18,850 | \$31,395 |
| 4 | \$10,595 | \$10,595 | \$19,045 | \$31,720 |
| 5 | \$10,660 | \$10,660 | \$19,240 | \$32,045 |
| 6 | \$10,790 | \$10,790 | \$19,435 | \$32,370 |
| 7 | \$10,920 | \$10,920 | \$19,630 | \$32,630 |
| 8 | \$10,985 | \$10,985 | \$19,760 | \$32,955 |

The New Day Services General FAQs Concerning the New Day Rules

- The new day budget limits were calculated based on 260 days of services.
 - Must providers offer 260 days of service? No. Offering day services 260 days a year is optional. Most providers are not open 260 days a year, if only because they are closed on major holidays.
 - So why raise the limits? Some of the new DODD day array services are more expensive per unit, so some individuals will need the extra money to access these services even if they use the same or less service days.

Adult Day Support Overview

Supports the individual's membership in the community

- Supports personal growth, independence, and natural supports
- Can include volunteer opportunities

Paying individuals for work done during day services is allowable in some instances

Adult Day Support – Tips

Must be authorized in15-minute units when:

- An individual receives more than one adult day waiver service on the same day;
- An individual receives less than 5 or more than 7 hours of the same adult day waiver service on the same day; or

The individual is eligible for AND the provider elects to receive the medical, behavioral and/or community integration add-on

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Adult Day Support – Tips

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Tip for SSAs :

15-minute units may be authorized via the calendar or through unscheduled services on the cost projections tool (CPT)

Note: The cost projections will not include the behavior or medical add-ons when one service is applied to the calendar for between 5-7 hours a day

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Adult Day Support – Tips

The daily rate may be authorized when:

- An individual receives between 5-7 hours of the same service in a single day; AND
- An individuals is not eligible for add-ons OR the provider elects not to receive add-ons for which the individual does qualify
- Tip for SSAs: The only way in which a daily rate may be authorized is via the calendar, not through unscheduled services in the cost protection tool
 - Combo code pattern with 5-7 hours , OR
 - Single service code pattern with 5-7 hours

Vocational Habilitation Overview

- Supports the individual's membership in the community (required to meet the HCBS Setting Rule)
- Enhance general, transferrable employment-related skills
- Is a step toward competitive, integrated, employment & Individuals in Voc Hab will eventually be required to have a goal of integrated, competitive employment***
- ► Time limited
- Can include volunteer opportunities
- **Authorizing and billing for vocational habilitation is similar to Adult Day Support **

Vocational Habilitation – Tips

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Providers:

Must be in compliance with the WIOA when paying subminimum wage(Workforce Innovation and Opportunity Act) http://www.ood.ohio.gov/Portals/0/EF%20Taskforce%20Joint%20Guida nce%20Section%20511.pdf

If volunteering, must be in compliance with DOL Regulations concerning unpaid work <u>http://www.ohioemploymentfirst.org/up_doc/SELN_Unpaid_Work_Volu_nteer_February_2017.pdf</u>

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Vocational Habilitation – Tips

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Can include incidentals such as personal care and assistance preparing meals and eating

Provider Tip: If you are paying the people you support, are you treating them as employees?

Must be in Compliance with DOL Wage and Hour Law when paying minimum wage (and subminimum wage?).

https://www.dol.gov/whd/

Providers cannot use Medicaid money to pay the individuals they support

Individual Employment Support and Group Employment Support

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The service currently known as Supported Employment Community will be discounted on March 31 and replaced by Individual Employment Support on April 1st.

TIP: Once job coaching begins, a plan to fade job coaching must be submitted within 30 days

The service currently known as Supported Employment Enclave will be discontinued on March 31st and replaced with Group Employment Support on April 1st.

SSAs must make this change in PAWS so that providers can continue billing for these services.

Group Employment Support, similar to the current Supported Employment Enclave, has both a daily rate and a 15-minute unit rate option.

Medical and Behavioral Add-ons

If a person qualifies for behavior and/or medical add-ons, the add-ons are available for both HPC and Day Services, even if the add-ons were given for a reason applicable to only to HPC or Day Services

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Community Integration Add-on

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Community integration add-on is available when the provider takes individuals out into the community

Group size of 4 or less

- Each staff person providing community integration must have completed DODD training
- Providers need to keep proof of staff training on file
- Must bill using 15-minute unit (no daily rate)
- Multiple add-ons can occur at once

FAQ: Community Integration Add-on¹⁸

Do providers need to enter staff certification in Community Integration into DODDs Certification Wizard?

No. Providers do need to keep staff certification on file for OPSR review.

Where can providers go to become certified in community integration for the add on?

The community integration recorded webinar is now available on the DODD website.

This is an on demand version of the required training for direct care staff, if the provider agency is authorized and elects to receive the community integration rate modification for the Adult Day Support or Vocational Habilitation services. To view the recorded webinar, log into DODD MyLearning at https://mylearning.dodd.ohio.gov/. Click "Add-on Trainings" then "Community Integration Recorded Webinar" and select the button that says "Enroll Me." Certificates are available upon completion of the webinar and an 80% or higher score on quiz questions embedded throughout the presentation.

Career Planning Overview

- Are provided one on one
- Support a person's community employment goals
- Can lead directly to individualized employment through job development
- Can be provided in conjunction with other services
- Providers must sign up using DODDs certification wizard
- Additional staff training requirements

Career Planning Services/Components

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- 1. Situational Observation and Assessment
- 2. Career Exploration
- 3. Benefits Education and Analysis
- 4. Career Discovery
- 5. Employment/Self-Employment Plan
- 6. Job Development
- 7. Self-Employment Launch
- 8. Worksite Accessibility
- 9. Assistive Technology

Situational Observation and Assessment Overview

- Observation and assessment of the individual's interpersonal skills, work behaviors, and vocational skills through practical, experiential, community integrated, paid work experiences related to the individual's preferences as established in the individual service plan.
- Information gathered through situational observation and assessment provides a context to further determine the skills or behaviors to be developed by the individual to ensure his or her success in the individual's preferred work environment.
- Time limited , not to exceed 30 days
- Maximum of 4 units per plan year
- Outcome-Based Payment \$813.15
- A written report must be submitted to the SSA for payment (see rule for documentation specifics)

FAQ: Situational Observation and Assessment

The new Career Planning services include a paid Situational Observation and Assessment service.

Who pays the wages of the participants for this services? The rule does not outline who is required to pay the pages; this is up to the provider who is doing this component of service. It is important to remember that Medicaid dollars cannot be used to pay wages; therefore, this was not included in the rate setting procedure. In an ideal situation, the employers will pay the wages of the participants.

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If a provider does choose to pay the individuals participating in this program, they will need to ensure they are not using Medicaid monies to pay wage. They will also need to follow DOL Wage and Hour Law.

FAQ: Situational Observation and Assessment



How many days/hours of Situational Observation and Assessment are required for the provider to get paid? The rule does not outline the required days/hours needed to receive payment. What it does outline is that no situational observation/assessment should exceed 30 days, and a maximum of 4 authorizations for this component of career planning can be done within an individual's waiver eligibility span.

Career Exploration Overview

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Career exploration assists an individual to interact with job holders and observe jobs and job tasks.

- Informational interviews
- Job shadowing
- Opportunity to perform actual job duties when possible
- \$13.55 per 15 minute unit for agency providers
- \$8.50 per 15 minute unit for independent providers
- Medical and Behavioral Add-ons are applicable

Benefits Education and Analysis Overview



Provides information concerning impact of paid employment on a range of public assistance and benefits programs to job seekers, families, guardians, advocates, service and support administrators, and educators

Outcome-Based Payment of \$285.00

A written report must be submitted to the SSA for payment (see rule for documentation specifics)

- Maximum of 4 units per plan year
- Specialized training for staff

Career Discovery Overview

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- An individualized, comprehensive process to help a job seeker, who is interested in working in the community, to reveal how interests and activities of daily life may be translated into possibilities for integrated employment.
- Incudes the identification of the individual's interest in the job market based on:
 - skills
 - strengths
 - conditions necessary for the individual's successful employment or selfemployment.
- Results in a written career discovery profile
- Outcome-Based Payments by Acuity: A: \$1,084.20, A-1: \$1,084.20, B: \$1,626.30, C: \$2,168.40
- Maximum of 4 units per plan year

Employment/Self-Employment Plan Overview



Creation of a plan for employment or the start-up phase of self-employment that includes;

- A planning meeting involving the job seeker and other key people who will be instrumental in supporting the job seeker to become employed in competitive integrated employment
- Results in a written employment plan directly tied to the results of career exploration, if previously authorized, situational observation and assessment, and/or career discovery.
- For individuals seeking self-employment, this service results in the development of a self-employment business plan that identifies training and technical assistance needs and potential supports and resources for those services as well as potential sources of business financing (cannot be financed with Medicaid funds)
- Outcome-Based Payment of \$813.15
- A written plan must be submitted to the SSA for payment (see rule for documentation specifics)

Job Development Overview

- 28
- Strategy to attain competitive integrated employment in a position consistent with the individual's career goals.
- May include;
 - analyzing a job site
 - identifying necessary accommodations
 - negotiating with an employer for customized employment
- \$13.55 per 15 minute unit for agency providers
- \$8.50 per 15 minute unit for independent providers
- Medical and Behavioral add-on are applicable
- Can't be used by individuals on place 4 of the path to community employment

Self-Employment Launch Overview

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Implement a self-employment business plan and launch a business consistent with the individual's career goals \$13.55 per 15 minute unit for agency providers \$8.50 per 15 minute unit for independent providers Medical and Behavioral add-on are applicable Can't be used by individuals on place 4 of the path to community employment

Worksite Accessibility Overview

- Specialized training for staff
- Identifying and ensuring reasonable worksite accommodations that allow the job seeker or job holder to gain, retain, and enhance employment or selfemployment
- \$13.55 per 15 minute unit for agency providers
 \$8.50 per 15 minute unit for independent providers

Medical and Behavioral add-on are applicable

Assistive Technology Assessment Overview

Application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address the barriers encountered by, individuals with disabilities in employment and employment-related transportation.

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Assessment & Services including;

- making home or employment site visits
- measurements of the physical environment or equipment
- developing technical drawings
- researching potential modifications
- fabrication and installation of modifications
- computer programming to provide for accessibility
- training on utilization and maintenance of modification
- Outcome Based Rate of \$352.30
- Maximum of 4 units per plan year
- Specialized training for staff

FAQ: Career Planning

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Can you bill "on behalf of" for career planning?

Yes, per 5123:2-9-13. Career planning services may extend to those times when the individual is not physically present while the provider is performing career planning activities on behalf of the individual.

- But that conflicts with this rule? per 5123:2-9-17, section (F) (4) A provider of adult day support shall not bill a daily billing unit on the same day the provider bills fifteen-minute billing units for the same individual. Remember, Some components of career planning are billed in 15 minute units.
- DODD has confirmed that rule 5123:2-9-17 is stating that providers cannot bill 15 minute units of voc hab or day support when billing the daily rate for voc hab and day support, but that billing for 15 minute units of "on behalf of" services at the same time as the billing for the daily rate is okay.
- Keep in mind, Rule 5123:2-9-17 section (5) Payment for adult day support, career planning, group employment support, individual employment support, and vocational habilitation, alone or in combination, shall not exceed the budget limitations contained in appendix B to rule 5123:2-9-19 of the Administrative Code.

FAQ: Career Planning

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Can transition youth use Career Planning services?

- Yes. 5123:2-9-13 (D)(2) states: The service and support administrator shall ensure that documentation is maintained to demonstrate that the service provided as career planning to an individual enrolled in a waiver is not otherwise available as vocational rehabilitation services funded under section 110 of the Rehabilitation Act of 1973, 29 U.S.C. 730, as in effect on the effective date of this rule, or as special education or related services as those terms are defined in section 602 of the Individuals with Disabilities Education Improvement Act of 2004, 20 U.S.C. 1401, as in effect on the effective date of this rule.
- This enables transition-age youth to use the service, but does require verification that the service is not otherwise available through the school or OOD.

Authorizing Outcome-Based Services Authorizing <u>provision</u> on PAWS

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Note: Outcome Approved says 'no' but the service is on the PAWS with Yellow Highlight

| | Service Items - Current Version - 2 | | | | | | | | | | | | | |
|------------|-------------------------------------|---------------|----------|-----------|-------------------|---|--------------------|-----------|--|------------------------|---------------------|------------------------|---------------------|-----------------|
| Serv Co | | Begin Date | End Date | Contract# | Contract Name | Service Title | Units Per FP | Frequency | | 2016 Total Units | 2016 Total Costs | 2017 Total Units | 2017 Total Costs | Outco Approv |
| ATE | | 4/1/2017 | 4/6/2017 | /11117/65 | Louis Test INC | CAREER PLANNING - ASSISTIVE TECHNOLOGY ASSESSMENT | 1 | SPAN | | 0 | \$0.00 | 1 | \$352.30 | No |

Authorizing Outcome-Based Services Authorizing <u>payment</u> PAWS

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 Click on the outcome field that says 'no' and you get a pop-up to check a box and approve for payment.

| | | | , | | | | | | | | | | | | ¥ | | |
|-------------------|----------|-----------|---------------------------------|--------|------------------------|-----------|-----|--------|--|--|----|------|----------------|---------------------|---------------------|---|---------|
| Comments History: | | | Update Service Outcome Approval | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | ^ |
| | | | | Servic | ce Code: | | ATI | E | | | | | | | | | |
| | | | | Servic | ce Start Date: | | 4/1 | 1/2017 | | | | | | | | | ~ |
| L | | | | Servic | ce End Date: | | 4/6 | 6/2017 | | | | | | | | | |
| _ | | | | Provid | der Contract Nu | mber: | 200 | 01265 | | | | | | | | | |
| | | | | Is Ser | rvice Outcome A | Approved: | |] | | | | | 2017 | | | | Data |
| 1 | End Date | Contract# | C | | | | | | | | | otai | Total Units | 2017 Total Costs | Outcome Approved | | Entry |
| 7 | 4/6/2017 | 2001265 | Lo | | [| Save | С | Cancel | | | 1. | | 1 | \$352.30 | No | | Brian |
| ĺ | 410/2017 | 2001200 | INC | | TECHNOLOG ASSESSMEN | | | | | | | | | \$002.00 | | Ŭ | Harriga |
| | | | Wo | bod | | | | | | | | | | | | | |

Authorizing Outcome-Based Services Authorizing <u>payment</u> on PAWS

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Note: Outcome Approved says 'Yes' and the service is on the PAWS with Green Highlight

| | Service Items - Current Version - 2 | | | | | | | | | | | | | |
|-------------|-------------------------------------|---------------|----------|-----------|-------------------|---|--------------------|-----------|--|------------------------|------------|------------------------|----------|-----------------|
| Serv Coo | _ | Begin Date | End Date | Contract# | Contract Name | Service Title | Units Per FP | Frequency | | 2016 Total Units | 2016 Total | 2017 Total Units | Costs | Outco Approv |
| ATE | | 4/1/2017 | 4/6/2017 | 2001265 | Louis Test INC | CAREER PLANNING - ASSISTIVE TECHNOLOGY ASSESSMENT | 1 | SPAN | | 0 | \$0.00 | 1 | \$352.30 | Yes |

New Procedure Codes

| Service Title | Procedure Code | Roll-up Code |
|-----------------------------------|-----------------------------------|---------------|
| Adult Day Support (ADS) | ADS, FDS, SDS, & ADF, FDF, SDF | A25, F25, S25 |
| ADS – Community Integration | ADE, FDE, SDE | A25, F25, S25 |
| Vocational Habilitation (VH) | AVF, FVF, SVF & AVH, FVH, SVH | A25, F25, S25 |
| VH – Community Integration | AVE, FVE, SVE | A25, F25, S25 |
| Individual Employment Supports | AEE, FEE, SEE | A78, F78, S55 |
| Group Employment Supports | AGR, FGR, DGR & AGG, FGG, SGG | A25, F25, S25 |

Career Planning Codes

| Service Title | Procedure Code | Roll-up Code | | |
|---------------------------------------|---------------------------------|------------------|--|--|
| 15-Minute Services | | | | |
| Employment launch | ASL, ASV, FSL, FSV, SSL, SSV | A77, F77, S77 | | |
| Career Exploration | ACX, ACV, FCX, FCV, SCX, SCV | A77, F77, S77 | | |
| Job Development | AJD, AJV, FJD, FJV, SJD, SJV | A77, F77, S77 | | |
| Worksite Accessibility | AWA, AWV, FWA, FWV, SWA, SWV | A77, F77, S77 | | |
| Outcome Based - Services | | | | |
| Assistive Technology Assessment | ATE, FTE, STE | ATE, FTE, STE | | |
| Benefits Ed and Analysis | ABF, FBF, SBF | ABF, FBF, SBF | | |
| Career Discovery | ADI, FDI, SDI | ADI, FDI, SDI | | |
| | | ACP, FCP, SCP | | |
| Situational Observation Assessment | ASP, FSO, SSO | ASO, FSO, SSO | | |

ADMINISTRATIVE REVIEW

- Requested only when a person is determined to consistently require a staffing level that is higher than his/her current acuity grouping
- Results in a higher base rate being paid to the provider
- May be requested no more than 60 days prior to the proposed effective date
- If submitted after the proposed effective date, DODD will only authorize for up to 60 days retroactively
- Requests are submitted directly in the AAI application

BUDGET OVERRIDE

- Requested when the cost of the maximum number of units available (6500/span) exceed the cost of the person's budget limitation, as a result of the increased costs of new services or add-ons.
- Will NOT result in a higher base rate of pay to the provider
- Will NOT change the individual's acuity grouping or staff intensity ratio

Administrative Review

Based on Juan's AAI score, he falls into group A. This would enable his provider to bill up to \$1.58/unit for providing a typical staffing ratio of no greater than 1:12.

Juan requires eyes-on supervision at all times due to a history of sexual offenses. As a result, his provide must deliver services at no greater than a 1:3 ratio.

The SSA submits an administrative review request.

DODD changes grouping from A to C. Juan's budget limitation increases from \$10,270 to \$30,745.

Provider may now bill up to \$4.73/unit.

Based on Kami's AAI score, she falls into group A. She requires tube feedings, making her eligible for the medical add-on. Her provider elects to receive the additional \$.12/unit.

Budget Override

The cost of the add-on results in the cost of her full-time attendance increasing from \$10,720 - \$11,050.

The SSA submits a request for a budget override.

DODD enters the increased dollars in PAWS. Total units authorized remain 6500. Acuity grouping remains A.

Provider may now bill up to \$1.70/unit.

Administrative Review

Based on Juan's AAI score, he falls into group A. This would enable his provider to bill up to \$1.58/unit for providing a typical staffing ratio of no greater than 1:12.

Juan requires eyes-on supervision at all times due to a history of sexual offenses. As a result, his provide must deliver services at no greater than a 1:3 ratio.

The SSA submits an administrative review request.

DODD changes grouping from A to C. Juan's budget limitation increases from \$10,270 to \$30,745.

Provider may now bill up to \$4.73/unit.

Budget Override

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Based on Kami's AAI score, she falls into group A. She requires tube feedings, making her eligible for the medical addon. Her provider elects to receive the additional \$.12/unit.

The cost of the add-on results in the cost of her full-time attendance increasing from \$10,720 - \$11,050.

The SSA submits a request for a budget override.

DODD enters the increased dollars in PAWS. Total units authorized remain 6500. Acuity grouping remains A.

Provider may now bill up to \$1.70/unit.

Priority Revisions – PAST DUE

- Individuals who currently have Integrated Employment, Supported Employment – Community or Supported Employment – Enclave services authorized and will need a new service effective 4/1/17
- Individuals who require any of the new services effective 4/1/17
- Individuals who are receiving the medical and/or behavior add-on and have a provider of Adult Day Support or Vocational Habilitation who elects to receive these add-ons
 - Individuals who have any of the services that were terminated effective **4/1/17** on their PAWS and require an update to PAWS for any reason





Building the Future Together OUTCOMES, ADD-ONS, BUDGETS AND EMPLOYMENT SERVICES

DODD's Timeline

| Timeline for HCBS Adult Day Waiver Redesign | | | | |
|---|---|---|--|--|
| | July 2016-April 2017 | | | |
| Training and Technical Assistance | Training and technical assistance will be available regarding HCBS Adult Day waiver redesign starting in July 2016. All training and technical assistance resumed in January 2017. Full training timeline and all available resources are accessible at http://dodd.ohio.gov/Training/Pages/Timeline.aspx | | | |
| | April 2017-October 2017 | November 1, 2017 ongoing | May 31, 2018 ongoing | |
| Citations | No citations unless action/activity would also have been a violation of previous rules | Citations when there is substantial non- compliance | Citations when there is substantial non- compliance | |
| Annual Reviews/Renewals of Plans | Encouraged to follow new rule. Funding: As long as the plan indicates the types of service authorized and the provider submits a claim for those services that does not exceed the authorized amount, payment will be provided, even if the ISP doesn't include person-centered outcomes that coincide with the service definition. | At the time of <u>annual review</u> , plans must be updated. Funding: As long as the plan indicates the types of service authorized and the provider submits a claim for those services that does not exceed the authorized amount, payment will be provided, even if the ISP doesn't include person-centered outcomes that coincide with the service definition. It is expected at the time of <u>annual review</u> , plans will be updated. | ALL PLANS SHOULD BE IN COMPLIANCE | |
| New Plans | Encouraged to follow new rule Funding: Plans are encouraged to follow new rule to ensure person-centered outcomes coincide with the new service definition | Should be in compliance with new rule Funding: Plans should be in compliance with new rule to ensure person-centered outcomes coincide with the new service definition. | | |

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The New Rules-Adult Day Support

"The expected outcome of adult day support is development of skills that lead to <u>greater</u> <u>independence, community membership,</u> <u>relationship-building, self-direction, and self-</u> <u>advocacy."</u>

The New Rules-Vocational Habilitation

"The expected outcome of vocational habilitation is the advancement of an individual on his or her path to community employment in accordance with rule 5123:2-2-05 of the Administrative Code and the individual's achievement of competitive integrated employment in a job well-matched to the individual's interests, strengths, priorities, and abilities."

What does this mean?

- ALL ADS and Voc Hab services will need an outcome clearly tied to that service by May 2018.
- All Voc Hab services will need an outcome focusing on an eventual competitive employment goal and movement on the "place on the path".
- All ADS services will need an outcome pertaining to independence, relationship building, community membership, self-advocacy or self-direction.

Outcomes Should...

Be Measurable
Help to Build a Life
Justify The Funding

Outcome Statements

The outcome statement should consist of the "what" and the "why".

- Should be simple, straightforward and easy to understand.
- Outcome statements should then be followed by measurable action steps.
- Outcome statements should fall under life "domains" or "categories" (More on that later).

Pulling it all together

- Life Domain: Health and Wellness
- Outcome Statement: "Jean will increase her fitness levels (What) so that she can better enjoy retirement (Why)".
- Action Steps: Work with personal trainer 2 times/week.
 (Day Service)
- 2. Do high energy cardio workout 2 times/week. (Day or Residential Service)
- 3. Go on 3 mile walk 5 times/week. (Residential)
- 4. Reduce Added sugars. (Both Day and Residential)
- 5. Get 8 hours sleep/night. (Residential)
- 6. Reduce Travel for Work. (Both Day and Residential)

Further Considerations

- Not all life domains need an outcome or service.
- ISP's can have more than one outcome.
- When considering the measurability of an outcome statement, you can ask the person "what does progress look like to you?"
- Skill development should likely not be included in an outcome statement.
- Outcomes should balance the "important to's" and "Important for's".

From Action Steps to Implementation

- Action steps should be clear and specific enough to give provider direction as to exactly what needs to be done.
- Action steps should be specific, but not so prescriptive to which the provider has no flexibility in implementation and/or the plan needs to be constantly updated when details change.
- The provider should be able to take an action step and develop the specific implementation strategy.

Back to our example:

Action Step: Jean will work with a personal trainer 2 times/week. (Clear and specific)

Provider Implementation Strategy: Jean's staff will take her to Planet Fitness where she will work with Joe the personal trainer on Monday and Wednesday at 2 PM. (Detailed plan of implementation)

In Summation: Outcome Statements

The "what"= Clear expectation of the result of the service, focused on what will be different for someone as a result of the supports they receive.

The "why"= The reasons this outcome are important to the person receiving support. "Whys" should be personcentered and individually driven, based on continuing conversation, dialogue and discovery.



SERVICES

Community Based Experiences

- Getting out is only the beginning.
- There are many reasons why community experiences can be meaningful, but we must be intentional about them.
- For some, simply the act of experiencing something new is an important part of their journey.
- For others, an experience such as vounteering can be an integral part of reaching an outcome, here's an example

Volunteering Opportunity- Food Pantry



Volunteering Opportunity- Food Pantry

- Some people may have an outcome involving volunteering, for which many different volunteer opportunities may be appropriate and successful. "Giving back" is important to this person and the opportunity to share their gift of selflessness and connect with other like-minded volunteers is the purpose of the experience itself.
- Scott will volunteer in the community so he can give back and meet new people."

Volunteer Opportunity-Food Pantry

- Someone else may have a goal of getting better organized, learning organizational skills. In this case, the same opportunity would be appropriate, as many of the activities of this volunteer experience center around organizing meals and food packages. This would also provide a new experience and opportunity to build relationships as well as supporting the organization goal.
- "Ty will be more organized so she can be more efficient in her advocacy work."

Volunteer Opportunity-Food Pantry

This same experience could also be relevant and useful for someone receiving vocational habilitation services, looking to develop new work skills and explore possible career opportunities.

"Tom will be a more skilled worker so he can be more prepared for a job in the community"

Volunteer Opportunity- Food Pantry

Lastly, someone with a competitive employment goal of working in a retail or grocery store could gain valuable experience with organization, stocking, relationship building and merchandise handling, all necessary skills that support their identified employment choice.

Pete will find a retail or grocery job so he can make money in a field he is interested in."

Another Example-Art Class



Art Class

Maybe someone has had little to no experience in the community or trying different things. For this person, getting out to do something new and different may be a part of determining what is "important to" that person. This kind of experience could help determine the "why's" and help determine future outcomes.

"Joe would like to try new things so he can better know what he would like to do."

More Art Class

Maybe someone wants to start their own business making and selling an art or craft online (Etsy) and at Art or Craft shows. This person is an artist who wants to be able to make a living being creative and meet other artists in the community.

"Sarah will master an art or craft so she can start her own business."

More Art Class

Maybe there is someone else who has attention deficits, impulse control and anger management issues. Art could potentially be a great 'alternative therapy'. Community-based art class could help with focus, self-direction and relationship building in the community.

"Oscar will be more patient and calm so he can make more friends and be better prepared for a job someday."

It's always about the "WHY"

As we've seen the same experience could be incredibly useful to people with all different kinds of service outcomes. The important things is that we know why that experience would be important to and for someone.



The New Rules-Vocational Habilitation

"The expected outcome of vocational habilitation is the advancement of an individual on his or her path to community employment in accordance with rule 5123:2-2-05 of the Administrative Code and the individual's achievement of competitive integrated employment in a job well-matched to the individual's interests, strengths, priorities, and abilities."

A Few Possibilities....

- Stacy wants to volunteer so she can learn about different work places and job skills and figure out what she likes and doesn't.
- Tom wants to learn about being safe at work and getting along with his coworkers so he can get a job in the community.
- Courtney wants to start earning a paycheck so she can learn how to manage her money and decide if she likes working.
- I want to find out what jobs I might be good at so I can figure out if I want to work.

A few.....Un-Possibilities?

Cathy will go to ABC Industries three days a week.
Zach will get 30 hours of Voc Hab a week.

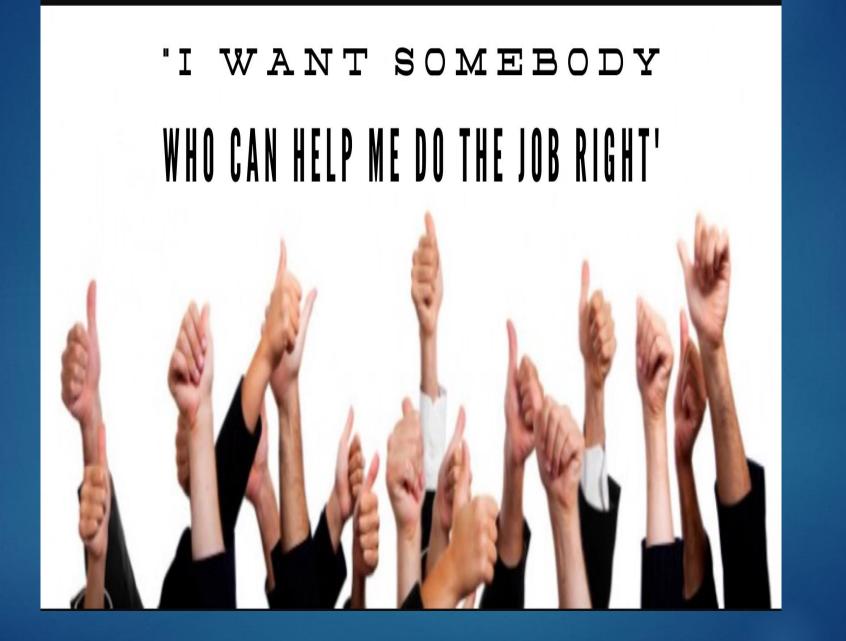
'I'M TRYING To get a supervisor Job at Work'

Place 1

Chad has a job, but wants to get a promotion/better job.

"Chad will be a supervisor so he can advance in his career."

"Chad will have the management skills he needs so he can be a supervisor at work."



Place 2

"Mark will know how to do the job right so he can get a Housekeeping job at Panera."

"Mark will have the housekeeping skills to get a job that he wants."

Employment "Whys"

- Based on your conversations with the person you are supporting, there could be many different "whys" for employment services.
- Sometimes Employment itself could be a "why". This may make sense for someone who is on place 2 on the "path to employment". Example; "Scott will find and apply for jobs so he can get a job in the community".
- Sometimes there needs to be a greater why as to why someone would want to pursue community employment and receive employment services.

Example:

Scott is a 35 year old man who lives with his parents. He loves to go to the movies and play video games. He has never had a community job and his current specialized employment services do not afford him enough money to live independently, or the ability to go to the movies, Gamestop or pay for transportation. He has never wanted to work in the community, but is beginning to recognize he needs more money to do the things he enjoys."

Scott will acquire work skills and know about possible careers so he can have money to do things he enjoys, such as going to movies and buying video games."

Example-Brainstorm

- Given the outcome "Scott will acquire work skills and know about possible careers so he can have money to do things he enjoys, such as going to movies and buying video games", What could be some action steps and possible services?
- Scott will work on vocational skills that will help him get a job (Voc Hab)
- Scott will explore careers in the community (Career Planning and Voc Hab)
- Scott will apply for jobs he is interested in (Career Planning)
- Scott will increase his endurance and self-direction (Voc Hab)



Budgeting Scenarios

260 Days?
Daily Rate Vs Unit Rate?
Employment Services?
Add-ons?

An abundance of options



An abundance of options

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An Abundance of Options

NETFLIX 😞

Popular on Netflix 🕥





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WALKING DEAD

W EPISODES

BRONX TALE



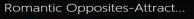








HUNTER

















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Emotional Movies \odot















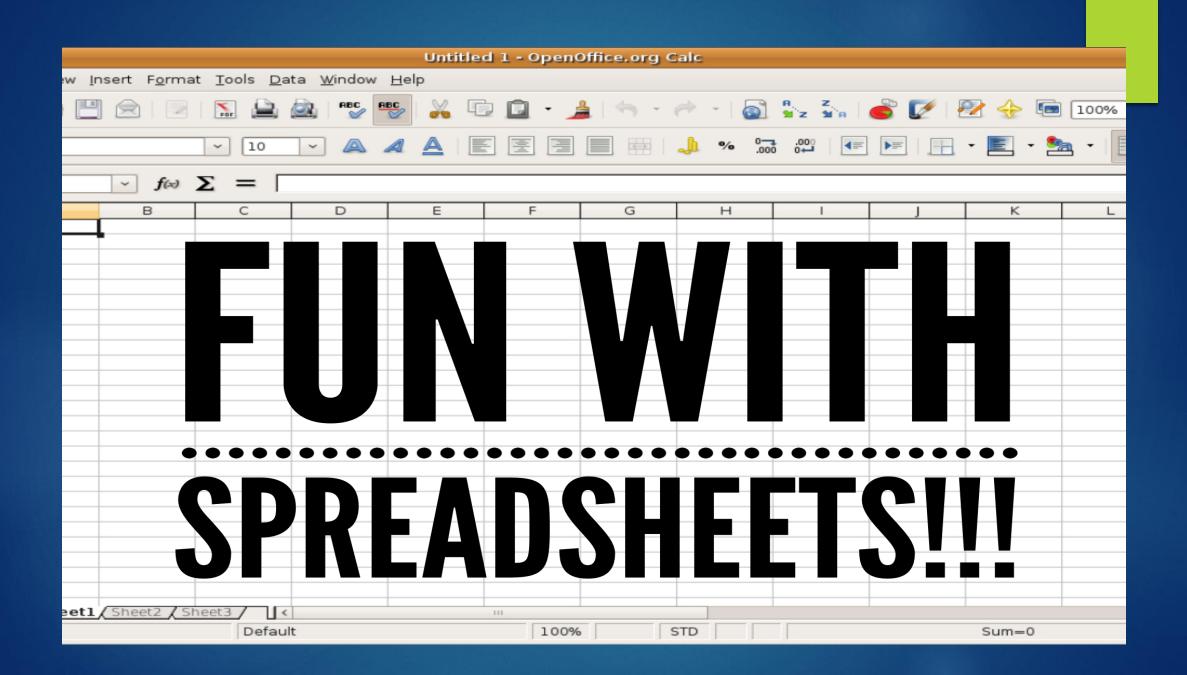


Scenarios and Allowable UOS

- The following presentation will focus on the variety of options and allowable service units under the new rates, budgets and add-ons.
- This first set of slides assumes a day of 6.25 hours or 25 UOS. When determining the number of days that would be allowable in any scenarios, we are still using 6.25 hours, even if the daily rate is not what is being billed.
- An important aspect of maximizing the budgets to allow for the most/best possible services available will be monitoring the utilization of services.
- The number of Units/hours available will be dependent on Acuity, as these examples will illustrate.
- The following slides depict how the behavioral, medical and a combination of both add-ons will affect an individual's budget and the number of units/days that can be authorized.

Let's Reminisce

- Given the outcome "Scott will acquire work skills and know about possible careers so he can have money to do things he enjoys, such as going to movies and buying video games", What could be some action steps and possible services?
- Scott will work on vocational skills that will help him get a job (Voc Hab)
- Scott will explore careers in the community (Career Planning and Voc Hab)
- Scott will apply for jobs he is interested in (Career Planning)
- Scott will increase his endurance and self-direction (Voc Hab)
- Scott will improve his interpersonal skills so he can make friends at work (Voc Hab and ADS)



Here's what it Looks like-acuity a-260 Days

| Α | Budget Caps | Allowable UOS |
|---------------|-------------|---------------|
| \$1.58 | \$10,270 | 6500 |
| \$1.59 | \$10,335 | 6500 |
| \$1.61 | \$10,465 | 6500 |
| \$1.63 | \$10,595 | 6500 |
| \$1.64 | \$10,660 | 6500 |
| \$1.66 | \$10,790 | 6500 |
| \$1.68 | \$10,920 | 6500 |
| \$1.69 | \$10,985 | 6500 |

With Behavior Add-on

| Α | W/Behavior | Units | In Days |
|---------------|---------------|-------|---------|
| \$1.58 | \$2.21 | 4,647 | 185.88 |
| \$1.59 | \$2.22 | 4,655 | 186.20 |
| \$1.61 | \$2.24 | 4,671 | 186.84 |
| \$1.63 | \$2.26 | 4,688 | 187.52 |
| \$1.64 | \$2.27 | 4,696 | 187.84 |
| \$1.66 | \$2.29 | 4,711 | 188.44 |
| \$1.68 | \$2.31 | 4,727 | 189.08 |
| \$1.69 | \$2.32 | 4,734 | 189.36 |

With Medical Add-on

| Α | W/Medical | Allowable W/Med | In days |
|--------|-----------|-----------------|---------|
| \$1.58 | \$1.70 | 6,041 | 241.64 |
| \$1.59 | \$1.71 | 6,043 | 241.72 |
| \$1.61 | \$1.73 | 6,049 | 241.96 |
| \$1.63 | \$1.75 | 6,054 | 242.16 |
| \$1.64 | \$1.76 | 6,056 | 242.24 |
| \$1.66 | \$1.78 | 6,061 | 242.44 |
| \$1.68 | \$1.80 | 6,066 | 242.64 |
| \$1.69 | \$1.81 | 6,069 | 242.76 |

With Both Add-ons

| Α | W/Both | Allowable W/ Both | In Days |
|--------|---------------|-------------------|---------|
| \$1.58 | \$2.33 | 4,407 | 176.28 |
| \$1.59 | \$2.34 | 4,416 | 176.64 |
| \$1.61 | \$2.36 | 4,434 | 177.36 |
| \$1.63 | \$2.38 | 4,451 | 178.04 |
| \$1.64 | \$2.39 | 4,460 | 178.40 |
| \$1.66 | \$2.41 | 4,477 | 179.08 |
| \$1.68 | \$2.43 | 4,493 | 179.72 |
| \$1.69 | \$2.44 | 4,502 | 180.08 |

Acuity B-260 Days

| В | Budget Caps | Allowable UOS |
|--------|-------------|---------------|
| \$2.84 | \$18,460 | 6500 |
| \$2.87 | \$18,655 | 6500 |
| \$2.90 | \$18,850 | 6500 |
| \$2.93 | \$19,045 | 6500 |
| \$2.96 | \$19,240 | 6500 |
| \$2.99 | \$19,435 | 6500 |
| \$3.02 | \$19,630 | 6500 |
| \$3.04 | \$19,760 | 6500 |

Acuity B-Behavioral Add-On

| | | Allowable | |
|--------|------------|--------------|---------|
| В | W/Behavior | W/Behavioral | In Days |
| \$2.84 | \$3.47 | 5,319 | 212.76 |
| \$2.87 | \$3.50 | 5,330 | 213.20 |
| \$2.90 | \$3.53 | 5,339 | 213.56 |
| \$2.93 | \$3.56 | 5,349 | 213.96 |
| \$2.96 | \$3.59 | 5,359 | 214.36 |
| \$2.99 | \$3.62 | 5,368 | 214.72 |
| \$3.02 | \$3.65 | 5,368 | 214.72 |
| \$3.04 | \$3.67 | 5,384 | 215.36 |

Acuity B- Medical Add-on

| В | W/Medical | Allowable W/Med | In days |
|--------|-----------|-----------------|---------|
| \$2.84 | \$2.96 | 6,236 | 249.44 |
| \$2.87 | \$2.99 | 6,239 | 249.56 |
| \$2.90 | \$3.02 | 6,241 | 249.64 |
| \$2.93 | \$3.05 | 6,244 | 249.76 |
| \$2.96 | \$3.08 | 6,246 | 249.84 |
| \$2.99 | \$3.11 | 6,249 | 249.96 |
| \$3.02 | \$3.14 | 6,251 | 250.04 |
| \$3.04 | \$3.16 | 6,253 | 250.12 |

Acuity B- Both Add-ons

| В | W/Both | Allowable W/ Both | In Days |
|--------|--------|-------------------|---------|
| \$2.84 | \$3.59 | 5,142 | 205.68 |
| \$2.87 | \$3.62 | 5,153 | 206.12 |
| \$2.90 | \$3.65 | 5,164 | 206.56 |
| \$2.93 | \$3.68 | 5,175 | 207.00 |
| \$2.96 | \$3.71 | 5,185 | 207.40 |
| \$2.99 | \$3.74 | 5,196 | 207.84 |
| \$3.02 | \$3.77 | 5,206 | 208.24 |
| \$3.04 | \$3.79 | 5,213 | 208.52 |

Acuity c- 260 Days

| С | Budget Caps | Allowable UOS |
|--------|-------------|---------------|
| \$4.73 | \$30,745 | 6500 |
| \$4.78 | \$31,070 | 6500 |
| \$4.83 | \$31,395 | 6500 |
| \$4.88 | \$31,720 | 6500 |
| \$4.93 | \$32,045 | 6500 |
| \$4.98 | \$32,370 | 6500 |
| \$5.02 | \$32,630 | 6500 |
| \$5.07 | \$32,955 | 6500 |

Behavioral Add-on

| С | W/Behavior | Allowable W/Behavioral | In Days |
|--------|------------|---------------------------|---------|
| \$4.73 | \$5.36 | 5,736 | 229.44 |
| \$4.78 | \$5.41 | 5,743 | 229.72 |
| \$4.83 | \$5.46 | 5,750 | 230.00 |
| \$4.88 | \$5.51 | 5,756 | 230.24 |
| \$4.93 | \$5.56 | 5,763 | 230.52 |
| \$4.98 | \$5.61 | 5,770 | 230.80 |
| \$5.02 | \$5.65 | 5,775 | 231.00 |
| \$5.07 | \$5.70 | 5,781 | 231.24 |

Acuity c- Medical Add-on

| С | W/Medical | Allowable W/Med | In days |
|--------|-----------|-----------------|---------|
| \$4.73 | \$4.85 | 6,339 | 253.56 |
| \$4.78 | \$4.90 | 6,340 | 253.60 |
| \$4.83 | \$4.95 | 6,342 | 253.68 |
| \$4.88 | \$5.00 | 6,344 | 253.76 |
| \$4.93 | \$5.05 | 6,345 | 253.80 |
| \$4.98 | \$5.10 | 6,347 | 253.88 |
| \$5.02 | \$5.14 | 6,348 | 253.92 |
| \$5.07 | \$5.19 | 6,349 | 253.96 |

Acuity c- Both Add-ons

| С | W/Both | Allowable W/ Both | In Days |
|--------|--------|-------------------|---------|
| \$4.73 | \$5.48 | 5,610 | 224.40 |
| \$4.78 | \$5.53 | 5,618 | 224.72 |
| \$4.83 | \$5.58 | 5,626 | 225.04 |
| \$4.88 | \$5.63 | 5,634 | 225.36 |
| \$4.93 | \$5.68 | 5,641 | 225.64 |
| \$4.98 | \$5.73 | 5,649 | 225.96 |
| \$5.02 | \$5.77 | 5,655 | 226.20 |
| \$5.07 | \$5.82 | 5,662 | 226.48 |

What if there were less hours in a day?

| CODB | В | B+ Behavior | Budget Caps | Allowable W/Behavio r | In Days |
|------|----------|-----------------|-------------------|-----------------------------|---------|
| 5 | \$2.96 | \$3.59 | \$19 <i>,</i> 240 | 5359.33 | 214.37 |
| | | | | | |
| | Per Unit | 5.5 Hour Day | Budget Cap | Allowable | In Days |
| | \$3.59 | \$78.98 | \$19, 240 | 5359.33 | 243 |

Community Integration Add-on

These next slides illustrate the impact of the community integration add-on on the number of units/days that can be authorized.

As you will see, someone who is receiving services with the community add-on alone (not in combination with medical/behavioral), will in most cases still be able to receive at least 240 days of services.

These scenarios also all assume a 6.25 hour/25 UOS day.

Community Add-on at 100% Utilization

| А | W/ Int. Add-on | Budget Caps | Add-on Used 100% of Time | In Days |
|--------|----------------|-------------|-----------------------------|---------|
| \$1.58 | \$2.11 | \$10,270 | 4,867 | 194.69 |
| \$1.59 | \$2.12 | \$10,335 | 4,875 | 195.00 |
| \$1.61 | \$2.14 | \$10,465 | 4,890 | 195.61 |
| \$1.63 | \$2.16 | \$10,595 | 4,905 | 196.20 |
| \$1.64 | \$2.17 | \$10,660 | 4,912 | 196.50 |
| \$1.66 | \$2.19 | \$10,790 | 4,926 | 197.04 |
| \$1.68 | \$2.21 | \$10,920 | 4,941 | 197.65 |
| \$1.69 | \$2.22 | \$10,985 | 4,948 | 197.93 |

Community Add-On at 50% and 25%

| | W/ Int. Add- | | | | |
|--------|--------------|-------------|---------|-------------|---------|
| Α | on | 50% of Time | In Days | 25% of time | in Days |
| \$1.58 | \$2.11 | 5,683 | 227.32 | 6,091 | 243.64 |
| \$1.59 | \$2.12 | 5,687 | 227.48 | 6,094 | 243.75 |
| \$1.61 | \$2.14 | 5,695 | 227.80 | 6,098 | 243.90 |
| \$1.63 | \$2.16 | 5,702 | 228.08 | 6,101 | 244.04 |
| \$1.64 | \$2.17 | 5,706 | 228.25 | 6,103 | 244.12 |
| \$1.66 | \$2.19 | 5,713 | 228.54 | 6,107 | 244.27 |
| \$1.68 | \$2.21 | 5,720 | 228.80 | 6,110 | 244.40 |
| \$1.69 | \$2.22 | 5,724 | 228.96 | 6,112 | 244.48 |

Acuity C-Add-on at 50% and 25%

| | W/ Int. | Budget | 50% of | | | |
|--------|---------|----------|--------|---------|-------------|---------|
| C | Add-on | Caps | Time | In Days | 25% of time | In Days |
| \$4.73 | \$5.26 | \$30,745 | 6,172 | 246.88 | 6,336 | 253.45 |
| \$4.78 | \$5.31 | \$31,070 | 6,175 | 247.00 | 6,337 | 253.48 |
| \$4.83 | \$5.36 | \$31,395 | 6,178 | 247.12 | 6,339 | 253.57 |
| \$4.88 | \$5.41 | \$31,720 | 6,181 | 247.24 | 6,340 | 253.60 |
| \$4.93 | \$5.46 | \$32,045 | 6,184 | 247.36 | 6,342 | 253.69 |
| \$4.98 | \$5.51 | \$32,370 | 6,187 | 247.50 | 6,343 | 253.72 |
| \$5.02 | \$5.55 | \$32,630 | 6,189 | 247.56 | 6,344 | 253.76 |
| \$5.07 | \$5.60 | \$32,955 | 6,192 | 247.70 | 6,346 | 253.85 |



Community A/O at 100%

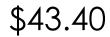
5 Hour Day w/Community A/O Days UOS Total Cap ce

4,800

\$10,416 \$10,660

\$244

240



100% Community and Medical

| 5 Hour Day w/Community + Med | Days | UOS | Total | Cap | Differenc e |
|---------------------------------|------|-------|-------------|----------|----------------|
| \$45.80 | 240 | 4,800 | \$10,992.00 | \$10,660 | (\$332.00) |
| Adjust to 232 Days | 232 | 4,660 | \$10,625.60 | \$10,660 | \$34.40 |

Mix of Half Days In Community and Half Daily Rate in facility at 240

5 Hour day W/ 120 Daily 120 Budget Differ Community A/O Days UOS Rate Days UOS Total Cap ence

\$43.40 \$5,208 2400 \$41 \$4,890 2,400 \$10,098 \$10,660 \$562

Because this isn't fun enough....



Employment Rates

| Career Planning | Rates | Туре |
|-------------------------|------------|-----------|
| Assistive Tech | \$352.30 | Outcome |
| Benefits Analysis | \$285 | Outcome |
| Career Discovery | | |
| Α | \$1,084.20 | Outcome |
| В | \$1,626.30 | Outcome |
| С | \$2,168.40 | Outcome |
| Career Exploration | \$13.55 | 15 Minute |
| Self-Employ Plan | \$813.15 | Outcome |
| Job Development | \$13.55 | 15 Minute |
| Self Employ Launch | \$13.55 | 15 minute |
| Situational Observation | \$813.15 | Outcome |
| | | |
| Individual Employment | \$10.96 | 15 minute |
| | | |
| Group Employment | | |
| CODB5 A | \$1.44 | 15 Minute |

Job Development rates

| 15 Min. | 1 Hour | 20 Hours |
|---------|---------|------------|
| | | |
| | | |
| \$13.55 | \$54.20 | \$1,084.00 |

So Let's factor That In



| \$10,660 | \$9,576.00 | 233 |
|----------|------------|-----|
| | | |

Add in Some More



With Job Coaching-Individual Employment Support



Let's Reminisce

- Given the outcome "Scott will acquire work skills and know about possible careers so he can have money to do things he enjoys, such as going to movies and buying video games", What could be some action steps and possible services?
- Scott will work on vocational skills that will help him get a job (Voc Hab)
- Scott will explore careers in the community (Career Planning and Voc Hab)
- Scott will apply for jobs he is interested in (Career Planning)
- Scott will increase his endurance and self-direction (Voc Hab)
- Scott will improve his interpersonal skills so he can make friends at work (Voc Hab and ADS)

Using that Example...

| Career Exploration | Per Hour | 20 Hours | | |
|---------------------------|--------------------------|------------|--|--|
| \$13.55 | \$54.20 | \$1,084.00 | | |
| Job Development | Job Development Per Hour | | | |
| \$13.55 | \$54.20 | \$1,084.00 | | |
| Remaining Budge | Days Available | | | |
| \$8,492.00 | | 207 | | |
| ¥0,::=:00 | | | | |

Non-Medical Transportation

What does/could NMT look like in the new service array?

- How many trips can be authorized?
- When should per mile vs per trip be used?
- Budgets can fund up to 260 days of NMT, or.....

NMT Budget Increase

| NMT Budgets | | | | | |
|-------------|----------------|--|--|--|--|
| 1 | \$9,740 | | | | |
| 2 | \$9,844 | | | | |
| 3 | \$9,943 | | | | |
| 4 | \$10,042 | | | | |
| 5 | \$10,146 | | | | |
| 6 | \$10,244 | | | | |
| 7 | \$10,348 | | | | |
| 8 | \$10,447 | | | | |

Budget Remaining for Additional Trips

| Trip Rate | Trips | Days | Total Cost | Budget | Remainin g | Addition al trips |
|-----------|-------|------|---------------|----------|---------------|----------------------|
| ¢10.51 | 500 | 0/0 | | | | |
| \$19.51 | 520 | 260 | \$10,146 | \$10,146 | 0 | |
| \$19.51 | 480 | 240 | \$9,364.80 | \$10,146 | \$781.20 | 40 |
| \$19.51 | 440 | 220 | \$8,584.40 | \$10,146 | \$1,561.60 | 80 |
| | | | | | | |
| \$19.51 | 400 | 200 | \$7,804.00 | \$10,146 | \$2,342.00 | 120 |

Remaining Miles (at 1:1 per mile rate)

| | | | Total | | Remainin | Per Mile | Miles Remainin |
|-----------|-------|------|------------|----------|-----------------|---------------------|-------------------|
| Trip Rate | Trips | Days | Cost | Budget | g | Rate | g |
| | | | | | | * - - | |
| \$19.51 | 520 | 260 | \$10,146 | \$10,146 | 0 | \$1.27 | |
| | | | | | | | |
| \$19.51 | 480 | 240 | \$9,364.80 | \$10,146 | \$781.20 | \$1.27 | 615 |
| | | | | | | | |
| \$19.51 | 440 | 220 | \$8,584.40 | \$10,146 | \$1,561.60 | \$1.27 | 1,230 |
| - | | | | - | | - | |
| \$19.51 | 400 | 200 | \$7,804.00 | \$10,146 | \$2,342.00 | \$1.27 | 1,844 |



Seems like a good Place to Stop

There are many scenarios and options and we could spend all day talking through them. But....Let's not do that.

Braiding DODD and OOD Funding According to the DODD, the SSA ensures that documentation is maintained to demonstrate that the services provided as vocational habilitation, individual employment supports, career planning, and /or group employment supports to an individual enrolled in a waiver are not otherwise available as VR services, or as special education or related services.

64

Braiding DODD and OOD Funding The county board is not required to obtain an ineligibility form from OOD before HCBS waiver-funded employment services can be provided. Documentation (e.g. case note) that the service is not otherwise available through VR or school should be maintained in the individual's file.

65

Braiding DODD and OOD Funding

It should also be noted that this language does not require an individual to first be referred to **OOD/VR before HCBS waiver-funded employment** services can be provided. The team should explore all possible resources prior to HCBS waiver services, and the SSA will need to justify if OOD/BVR services are not being utilized.

Braided Funding: case study

Angela is attending a sheltered workshop and says she may want to get a part-time job, while maintaining her connection to the workshop for a couple days a week because she has several friends there, and she likes the staff. She lives in a supported-living home with two housemates, and has had no community-based work experience. At 36, she's worked mainly on assemblage work in the facility, making below minimum wage. She receives SSI and SSDI, and both she and her mother (and her payee) are worried about her losing benefits based on wages. She's told her home manager that she wants to work with dogs and cats, but has not had any experience. When asked further, she says she doesn't know.

Braided Funding: case study

- We'll get started with a Benefits Education and Analysis, so Angela and her mother can have some answers to their questions. Benefits Education and Analysis "provides information to job seekers, families (and others) about the impact of paid employment on a range of public assistance and benefits programs."
- Since Angela has never had actual community-based work experiences, and only seems to have one kind of vocational goal in mind, Career Discovery might be a way to help her come up a valid plan, based on informed choice: "Career Discovery is an individualized, comprehensive process to help a job seeker (...) reveal how interests and activities of daily life may be translated into possibilities for integrated employment."

Braided Funding: Action steps

- Angela also might benefit from Situational Observation and Assessment, to test her skills and to see if she really is interested in, and can do the job of, taking care of animals. These supports will help determine the skills or behaviors to be developed by Angela to be successful, as well as reveal the conditions necessary for her success.
- Once Angela and her team get some solid information concerning actual work experiences and abilities, they can plan more effectively and then navigate toward next steps, including possibly referring to the Employment First Partnership.

Still have questions?





Ohio Association of County Boards Serving People with Developmental Disabilities 128

Lisa Mathis, Ph.D, C.R.C.

Director of Employment and Health Services

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