



MAKING WORK “WORK” FOR PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

An overview of the TN service system as it relates
to employment opportunities for people with IDD

WHY WORK?

- Work gives people a sense of purpose
- Work defines who we are
- Work can help improve individual and family finances
- Work helps connect us socially
- Work keeps us “sharp”



CHALLENGES OFTEN FACING PEOPLE WITH IDD THAT WANT TO WORK

- Little job experience prior to leaving school
- Limited possibilities for long-term job supports if needed for employment success
- Service delivery system difficult to navigate
- Years in sheltered work environments



WHAT SERVICES CURRENTLY EXIST IN TN - MEDICAID

- Medicaid is managed by TennCare in Tennessee
- Federal-State health program for eligible people with low incomes and few assets
- 14 Mandatory Primary Health Care Services
- TennCare contracts with other state agencies or private organizations to operate some of the program components
- Medicaid dollars are used to fund healthcare, institutional care, and home and community-based services for people with intellectual disabilities
- See handout for more detail



WHAT SERVICES CURRENTLY EXIST IN TN – MEDICAID WAIVERS

- Medicaid Waivers
 - Waivers “waive” the institutional requirement for services and allow people with intellectual disabilities who meet ICF-ID level of care or people who are elderly or who have physical disabilities and meet nursing home level of care to receive supports and services in the community
 - The Department of Intellectual and Developmental Disabilities (DIDD) administers the three HCBS waivers for people with ID
 - Statewide Waiver (The “Big Waiver”)
 - CAC Waiver (closed to new enrollment)
 - Self-Determination Waiver
 - TennCare administers the CHOICES Waiver for people who are elderly or who have physical disabilities



WHAT SERVICES CURRENTLY EXIST IN TN VOCATIONAL REHABILITATION

- Vocational Rehabilitation (VR) helps people with disabilities get paying, meaningful jobs.
- Diagnosis
- Career guidance and counseling
- Training
- Treatment
- Supported employment
- Job Placement
- Self-employment supports
- Vocational Evaluation
- Assistive Technology
- Personal care assistance program
- Post employment supports
- Transition from school to work
- Independent living services
- Maintenance and transportation
- Interpreter services



WHAT SERVICES CURRENTLY EXIST IN TN – TICKET TO WORK

- Virtual Ticket.” Not a real ticket.
- Voluntary program of the Social Security Administration for people who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) because of a disability
- Contact MAXIMUS at 866/968-7842 or check their website (www.yourtickettowork.com) for information about an Employment Network in your area



WHAT'S CHANGING

- Tennessee is an “Employment First” state
- Several grants focused on improving employment outcomes
 - Department of Labor and Workforce Development grant
 - Department of Intellectual and Developmental Disabilities grant
 - Vanderbilt grant
- Workforce Innovation and Opportunity Act (WIOA)
- Centers for Medicare and Medicaid Services (CMS) Community Settings Rule
- Employment and Community First CHOICES Waiver
- Post-secondary programs for young adults with IDD
- Project SEARCH



EMPLOYMENT FIRST EXECUTIVE ORDER

- On June 19, 2013 Governor Haslam signed Executive Order #28 declaring Tennessee an “Employment First” state by expanding options for individuals with IDD to secure jobs in competitive and integrated settings




GRANTS SUPPORTING THE EXPANSION OF EMPLOYMENT OPPORTUNITIES FOR PEOPLE WITH DISABILITIES


- Tennessee received three grants designed to increase competitive, integrated employment opportunities for people with disabilities
 - Disability Employment Initiative (DEI) administered through the Dept. of Workforce and Labor
 - Office of Disability Employment Policy grant (ODEP) administered through the Dept. of Intellectual and Developmental Disabilities
 - The Vanderbilt TN Works project funded through a grant from the Administration on Intellectual and Developmental Disabilities (AIDD)



WORKFORCE INNOVATIONS AND OPPORTUNITIES ACT (WIOA)

- WIOA was signed into law on July 22, 2014
 - It replaced WIA and amended the Rehab Act of 1973
 - Key changes for people with disabilities:
 - Increases emphasis on coordination between VR and schools
 - Requires each state to provide, or arrange provision of, pre-employment transition services for all eligible students with disabilities
 - Job exploration counseling
 - Work based learning experiences
 - Counseling related to transition or post secondary education options
 - Workplace readiness training
 - Instruction in self-advocacy
- 

CMS COMMUNITY SETTINGS RULE

- On March 17, 2014 a new federal Rule concerning Home and Community Based Services took effect. There are two important aspects to this Rule:
 - The Person-Centered Planning Process, which increases the person's input in how services are planned and what is included in the plan of care;
 - Home and Community Based Services Settings, which increases protections relating to where people receive Home and Community Based Services
- 

CMS COMMUNITY SETTINGS RULE CONT.

- **These rules will be applied to *everyone receiving HCBS funded by Medicaid, including people receiving HCBS in:***
 - 1915(c) waivers—in TN, the three DIDD HCBS waivers for people with intellectual disabilities (Statewide, Arlington and Self-Determination)
 - 1115 waivers—in TN, includes the CHOICES program for seniors and adults with physical disabilities and will include the new Employment and Community First CHOICES program
- **All states must review their HCBS programs and services**
 - HCBS providers have to look at where and how they provide services to you.
 - You will be asked to tell us about your experience in planning and receiving HCBS

CMS COMMUNITY SETTINGS RULE CONT.

- The new federal rule may redefine where and how employment supports and services will be provided to individuals receiving HCBS waiver services
- Depending upon how employment supports and services are defined, segregated work settings (such as sheltered workshops) *may* no longer be considered acceptable HCBS services

CMS COMMUNITY SETTINGS RULE CONT...

- States have up to five years to implement the new rules
- LTSS will be provided in integrated community settings
- You will see increases in community employment, volunteerism, community social activities, and integrated housing options
- You will see decreases in services that have traditionally been defined by “bricks and mortar”



EMPLOYMENT AND COMMUNITY FIRST CHOICES (ECF) WAIVER

- The ECF CHOICES waiver is the culmination of the work of the “Fulfilling the Promise” Taskforce created in 2007
- It is the result of input from stake holders across Tennessee that was first seen in the 2014 “Concept Paper”
- It was submitted to the Centers for Medicare and Medicaid Services (CMS) as “Amendment 27”
- It will make HCBS waiver services (also called LTSS) available to people with developmental disabilities other than intellectual disabilities – a population in TN that has largely been ignored



ECF CHOICES WAIVER CONT...

- ECF CHOICES is an 1115 waiver – not a 1915c waiver like the current DIDD waivers
- ECF CHOICES will be administered through the Managed Care Organizations (MCOs) rather than the Department of Intellectual and Developmental Disabilities (DIDD)
- ECF CHOICES will use NF level of care (LOC) rather than ICF-ID LOC
- ECF CHOICES will use MCO Support Coordinators instead of Independent Support Coordinators (ISCs)



ECF CHOICES WAIVER CONT...

- There will be three service packages available*:
 - Essential Family Supports
 - Essential Supports for Employment and Independent Living
 - Comprehensive Supports for Employment and Independent Living

*See handout



POSITIVE ASPECTS OF ECF CHOICES

- Children will be eligible for services
- Targeting young adults with IDD transitioning out of school and adult with IDD living at home with aging caregivers
- All waivers include self-direction as an option
- Service packages have a “whole family” focus
- Services reflect stakeholder input
- Services focus on employment and community living
- Available to people with DD other than ID



CONCERNS RELATED TO ECF CHOICES

- Use of nursing home level of care (LOC)
- A few key services missing in high level service packages
- A gap in age requirements between the first two service packages
- Interplay between some of the services a bit confusing
- Not clear if people who cannot work (or are at retirement) will have adequate service options



PROJECT SEARCH

- Project SEARCH is a nationally acclaimed model for transitioning students with intellectual and developmental disabilities from high school into employment.
- In 2013, the Council convened a team of lead state agencies to develop a plan to create Project SEARCH sites across the state.
- In 2014, sites were established in Davidson, Montgomery, Rutherford and Shelby counties with plans to expand into three new counties in 2015.
- Outcomes of this initiative:
 - Funded first year (FY13) of consultation and training from Project SEARCH.
 - Partnered with Division of Vocational Rehabilitation, Department of Intellectual and Developmental Disabilities, and the Department of Education.
 - Division of Vocational Rehabilitation took over funding for project in FY14. Six pilot sites across the State. - See more at: <https://www.tn.gov/cdd/article/project-search#sthash.gLoNUAQu.dpuf>

POST-SECONDARY PROGRAMS FOR YOUNG ADULTS WITH IDD

- There are currently 5 post-secondary programs for young adults with IDD in TN:
 - Next Steps at Vanderbilt
 - IDEAL at Lipscomb
 - Tigerlife at University of Memphis
 - UT Futures
 - Union EDGE (has residential option)
- These are 2 year certificate programs that include real college courses, training in skills of independent living, social opportunities, work experience and job placement
- Funding options for these programs:
 - Step-Up Scholarship
 - VR
 - Federal financial aid
 - Other scholarships

WHAT DOES THIS MEAN?

- Increased expectations for people with IDD working in competitive, integrated employment
- Increased opportunities for young adults and adults with IDD to gain valuable work experience
- Increased cooperation among government agencies to ensure employment success for people with IDD
- Increased awareness in the business community of the value of hiring people with disabilities
- Sheltered workshops and sub-minimum wage work being phased out



EMPLOYMENT OPTIONS – THERE ARE OPTIONS FOR NEARLY EVERYONE

- Competitive, integrated employment with no formal paid supports
- Supported employment (integrated employment with formal paid supports)
- Customized employment
- Social enterprise/self-employment
- Volunteer work



INDIVIDUAL SUCCESS STORIES

- Matt
- Will
- Rachel



INDIVIDUAL SUCCESS STORIES CONTINUED...

- Grace
- Richard
- Joshua



ORGANIZATIONAL CREATIVITY AROUND EMPLOYMENT

- Businesses
 - Cafés
 - Thrift stores
 - Conference training centers
- Franchises
- Social enterprises
 - Catering
 - Farms/CSAs
 - Document Scanning



KEYS TO SUCCESS – COMMON THREADS

- Expect employment – high expectations of family are CRITICAL
- Networking with people you know
- Finding the right job match
- Developing true natural supports
- Persistence



RESOURCES

- Tennessee Works
 - <http://www.tennesseeworks.org/>
- Tennessee Alliance for Post Secondary Opportunities
 - <http://vkc.mc.vanderbilt.edu/PSEAlliance/>
- Department of Intellectual and Developmental Disabilities (DIDD)
 - <https://www.tn.gov/didd/topic/employment-first>
- Vocational Rehabilitation Services
 - <http://www.tennessee.gov/humanservices/topic/vocational-rehabilitation>
- Department of Labor and Workforce Development
 - <https://www.tn.gov/workforce/section/jobs-and-education>
- Project SEARCH
 - <https://www.tn.gov/cdd/article/project-search>



QUESTIONS?

The Arc Tennessee
Carrie Hobbs Guiden, Executive Director

cguiden@thearctn.org

615-248-5878 x14

