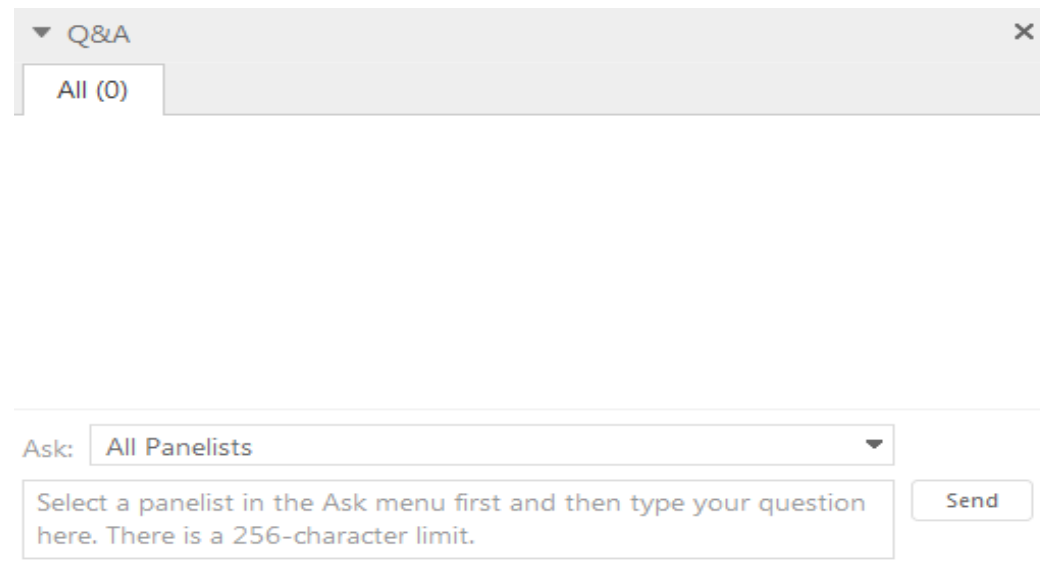




Support Planning Professional Learning Community (SPP LC)

September 26, 2018

To ask a question during the presentation use the Q&A Panel in WebEx



The screenshot shows a window titled "Q&A" with a close button (X) in the top right corner. Below the title bar, there is a tab labeled "All (0)". The main area of the window is empty. At the bottom, there is an "Ask:" label followed by a dropdown menu currently set to "All Panelists". Below the dropdown is a text input field with the placeholder text: "Select a panelist in the Ask menu first and then type your question here. There is a 256-character limit." To the right of the text input field is a "Send" button.

Select “All Panelists”, type your question, and click Send.

Announcements

Medical Assistance for Persons with Disabilities (MA-EPD)

Employment Services and Employment First Dashboards

Announcements

[2018 St. Louis County Health & Human Services Conference](#)

Communities of Practice – DSD.RRS@state.mn.us

MA-EPD

Medical Assistance for Employed Persons with Disabilities

Beth Grube – Benefits Planning Coordinator

Disability Services Division

What is MA-EPD?

- Work incentive
- Health care program
- For people with disabilities who work

Who is eligible for MA-EPD?

To qualify a person must:

- Be certified disabled by either the Social Security Administration (SSA) or the State Medical Review Team (SMRT)
- Be employed and have required taxes withheld or paid from earned income
- Have monthly earnings of more than \$65
- Meet the asset limit (\$20,000)
- Pay a premium, and
- Pay an unearned income obligation, if required

MA-EPD Premium Estimator Tool

- The [Disability Benefits 101 \(DB101\) MA-EPD premium tool](#) helps estimate a person's monthly premium.
- We encourage lead agencies to use this tool and share it with people who are considering MA-EPD

What Services are Covered by MA-EPD?

MA-EPD pays for the same services as regular Medical Assistance, including:

- Doctor and clinic visits
- Home care services
- Inpatient hospital services
- Mental health services
- Medical equipment and supplies
- Personal assistance services
- Physical, occupational and speech therapy, and more

How does MA-EPD fit into service planning?

- Fear of losing Medical Assistance (MA) prevents many people with disabilities from working.
- With MA-EPD, people can work, earn, save money and still keep their MA.

How does MA-EPD fit into service planning?

The MA-EPD program:

- Has no upper income limit, so people can earn any amount of money and stay on the program
- Has a higher asset limit than standard MA, so people can save money while they work

How does MA-EPD fit into service planning?

The MA-EPD program:

- Has premiums that are less than MA spenddowns, so people with spenddowns have lower health care costs when they work and switch to MA-EPD.
- Is **not** for people who receive Supplemental Security Income (SSI) or lose their SSI solely because of earnings (these people can keep their free MA through [1619\(b\)](#); they do not need MA-EPD unless they lose 1619(b)).

How does MA-EPD fit into service planning?

Employment

- People who receive **employment exploration** or **employment development** services through a waiver can become eligible for MA-EPD when they start working.
- People who receive **employment support services** through a waiver are usually eligible for MA-EPD.
- MA-EPD also can help people who are interested in transitioning from sheltered employment to competitive, integrated employment keep their MA during that transition.

How does MA-EPD fit into service planning?

Housing

- MA-EPD can help people who want to move out of a group housing setting into their own home keep their MA during that transition.
- Working and saving money on health care costs (especially if they have a spenddown) can help make their housing budget work.

When people are considering work, or changing their work, they need to know the effect it will have on their benefits.

- **Benefits planning** is a billable service under waiver employment exploration, development and support services.
- The **Disability Hub MN** has trained options counselors who can help people understand the effects of work on their benefits. For more information, see [Disability Hub MN – Work](#) or call 1-866-333-2466.

Lead agencies can reference and share the following resources with people who have questions:

- [DB101 – Benefits videos and success stories](#) includes a series of short videos (less than five minutes each) to help people learn about how work and benefits go together
- [Getting Ahead with Minnesota Benefits \(Video\)](#) talks about MA-EPD and other state benefits and how those benefits support work.

- [MA-EPD Information Sheet](#) (available on eDocs [DHS 3532](#))
- Updated [CBSM MA-EPD](#) page:
- [DB101 – MA-EPD: The basics](#)



1-866-333-2466

www.DisabilityHubMN.org

Employment Services and Employment First Dashboards

Ryan Merz – Employment Planning and Resource Coordinator

Disability Services Division

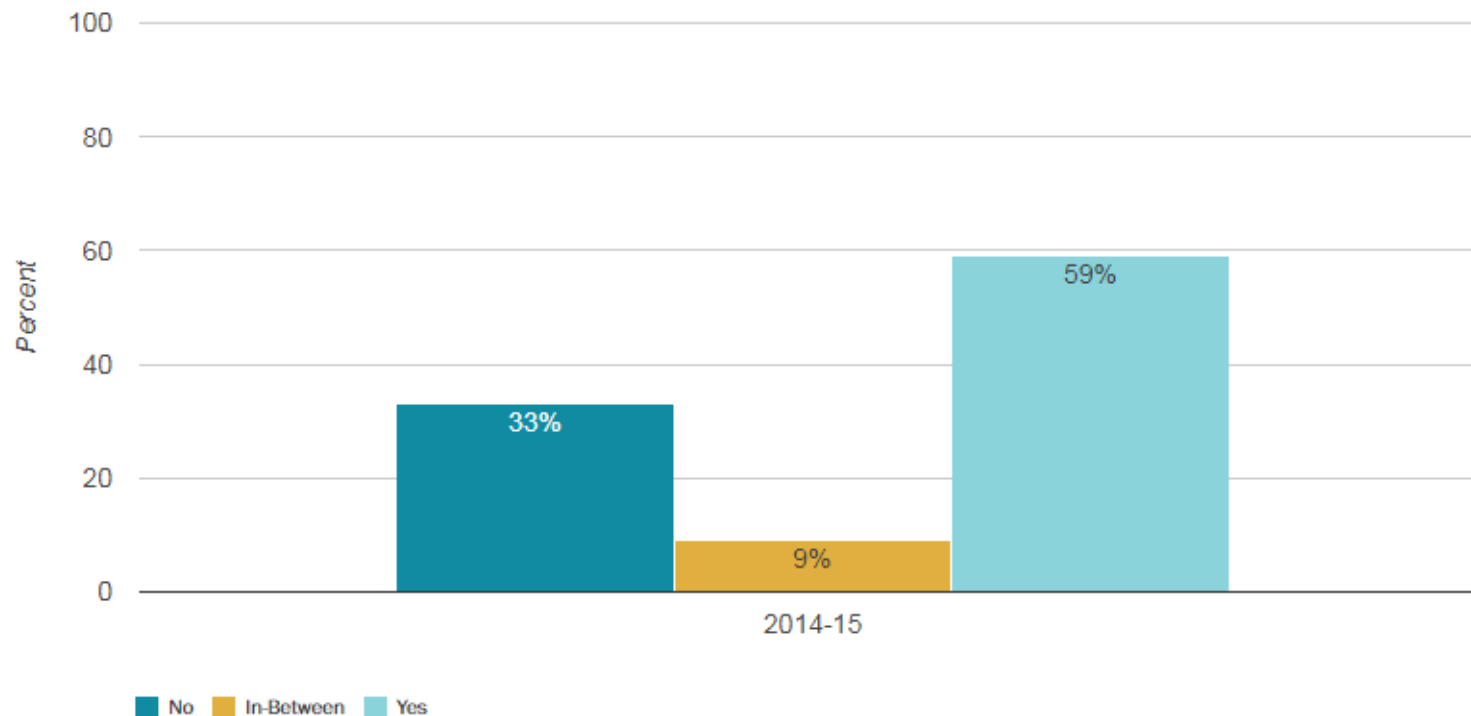
Setting the stage: We have a lot to celebrate in Minnesota...

- We see high demand among people with disabilities for competitive, integrated employment
- We see increased employment outcomes year to year and our on track to meet our state's Olmstead employment goals
- We launched three new employment services
- In 2018 alone, DHS held dozens of employment training events across the state in person and via webinar
 - Many counties are doing their own trainings as well

Minnesota Chooses Employment

Would Like to Have a Paid Job in the Community

The proportion of people who do not have a job in the community but would like to have one.



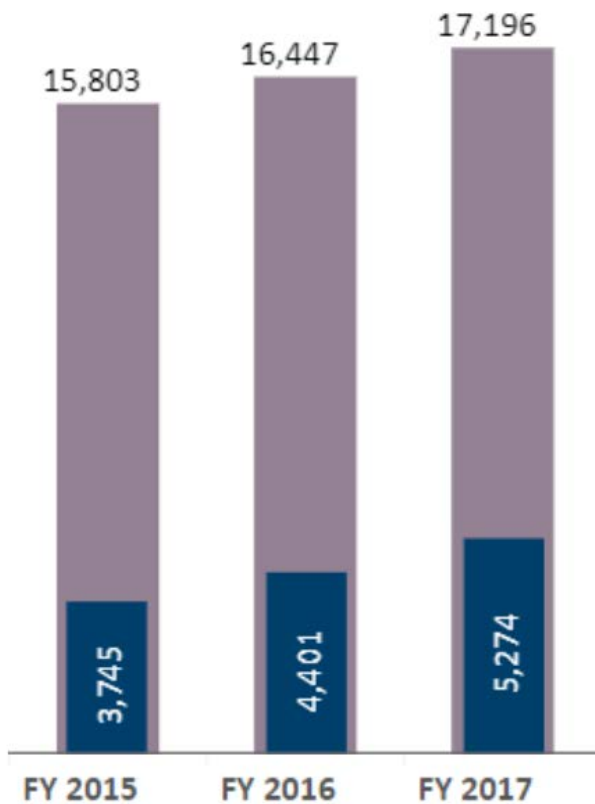
Survey data demonstrate strong demand for competitive, integrated employment.

Note: Data is from the 2014-2015 Minnesota National Core Indicators survey. A community job refers to paid work, either individual or group employment, but does not include volunteer or center based work.

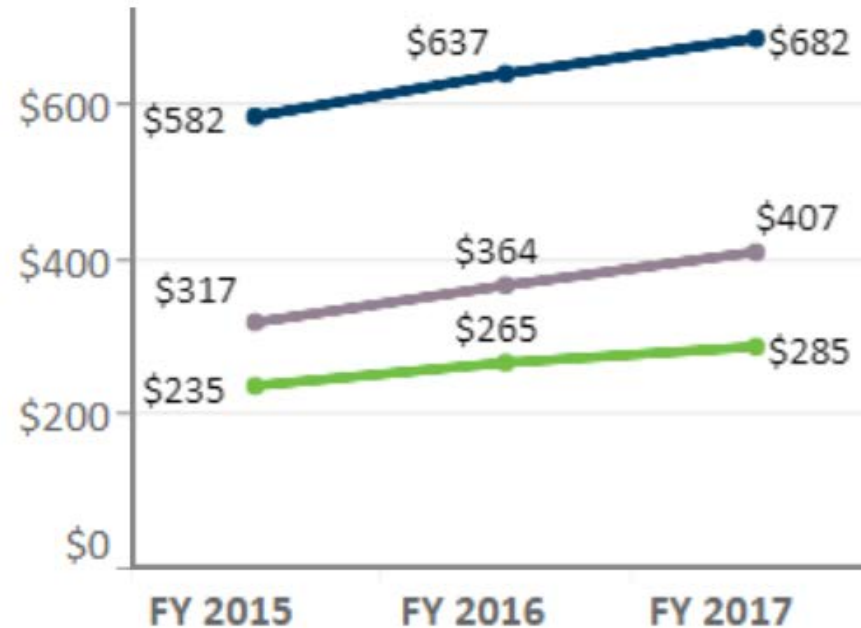
<https://www.nationalcoreindicators.org>

More HCBS waiver recipients have competitive employment

Number working by Employer Type



Average Monthly Income***



Employer Category

- Competitive employer
- Provider
- All Employer Types

*Source: [Employment First Data Dashboards](#)
Filter: All Waiver Recipients
Accessed: September 2018*

Setting the stage: We have a lot to do in Minnesota...

According to the [Cornell University Employment and Disability Institute's Status Report \(2016\)](#):

- The employment rate of working-age people with disabilities in Minnesota - was 48.7%. For the general population it was 85.5%.

According to StateData: The National Report on Employment Services and Outcomes, 2016

- In FY 2015, 51% of the people participating in Employment and Day Services were in facility based employment. This makes Minnesota one of the top 5 states in the country for facility based work.

Agenda

- **Introduction to the new employment services (15 min):** Introduce the employment services recently added to Minnesota's Home and Community Based Services Waivers and the current status of implementing these services. This will be review for some.
- **Common Employment Services Questions (15 min):** Review common questions and answers during the implementation of the employment services
- **Open for questions (10 min):** Accept questions via chat on the employment services
- **Employment First Dashboards (5 min):** Understand how to access the dashboards, what information is displayed, and potential uses for the dashboards
- **Employment First Dashboards - Demonstration (15 min):** Understand how to navigate the dashboards



Introduction to employment services





Principles driving employment efforts

Employment First: Raises expectations and ensures all people with disabilities have the opportunity to work in competitive, integrated employment

Person Centered Planning: Listen to people about what is important to them and for them, and match employment to their interests, strengths and skills.

Informed Choice: People get information, support and experience to make decisions and weigh risks and responsibilities.

Integration: People are living, learning, working and enjoying life in the most integrated setting.



Why we are adding the Employment Services

- Provide new services and resources
- Create more individualized services
- Allow for more specific service planning



Timeline

- **July 1st, 2018:** Employment services become available for waiver participants
- **September 1st, 2018:** On this date, participants begin transitioning to employment services at their annual review
- **September 1st, 2019:** By this date, all participants have transitioned to new employment services



New Employment Services

- Exploration Services
- Development Services
- Support Services



Important Changes

#1

Separate community-based employment from day training & habilitation (DT&H) and prevocational services

Important Notes:

- Enclave or crew work authorized and billed to support services
- Center-based work activities remain under DT&H or Prevocational Services



Important Changes

#2

Development and Support services
replaces supported employment services



Important Changes

#3

Exploration allows for experiences to strengthen informed choice decisions



Common across all new employment services

- **15 minute unit service rate**
available at [DWRS frameworks website](#)
- **Available through Waivers:**
DD, CADI, BI, CAC



Exploration services

- **Community-based services** that introduce and explore employment
- **Staffing ratios** 1:1 to 1:5
- **Time limited** 1-year duration, with exception criteria for reauthorization



Development services

- **Individualized services** that help people find competitive integrated employment or attain self employment.
- **Staffing ratio** 1:1
- **Time limited:** 1-year duration, with exception criteria for reauthorization



Support services

- **Individualized services and supports** that assist people with maintaining community employment in an individual or group arrangement.
- **Does not require minimum wage**
or require the community business to be the employer of record,
but must be a job position in the community (i.e. not center)
- **Two types of Support:**
Individual Support (1:1 staffing ratio) or
Group Support (1:2 to 1:6 staffing ratio)
- Not time limited



15-Minute unit service planning

- On any day when an employment service is provided other day services (specifically: DT&H, prevocational services, structure day and adult day services) must be provided and reimbursed on a 15-minute unit basis
- This means that 15-minute unit service planning will become an important skill for DT&H as well as prevocational services
- Our system should prepare for the increased use of 15-minute units



Employment Mentors





Employment Mentors
are the **main contact** between
DHS and **lead agencies**
for the **implementation** of
employment services



Service provider liaisons serve as point of contact and a helpful resource for day and employment service provider organizations during the transition to the new employment services.

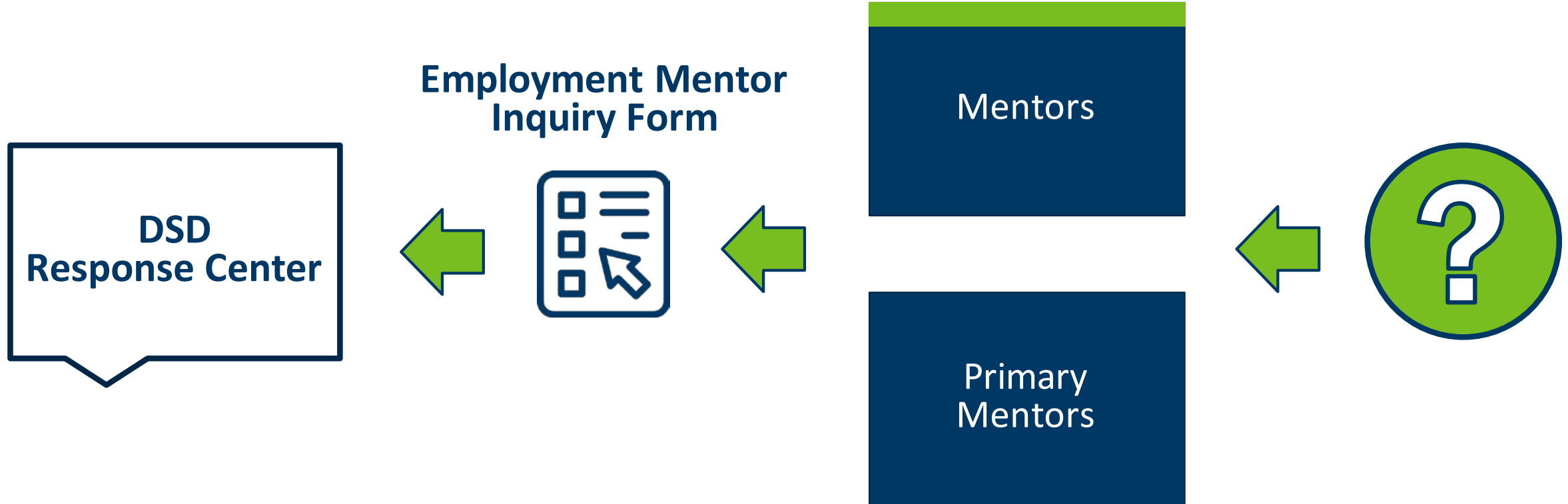


How to find your Employment Mentor

- **Employment Mentors can submit mentor inquiry forms**
- **You can find the Employment Mentor for your county through the list available in the “contact” section of the [Employment First website](#).**



Submitting a Question as a Mentor





Common Employment Services Questions



Supported Employment Services - Sun setting

- **Question:** Can I authorize Supported Employment Services (SES)?
- **Answer:** As of September 1, 2018, there is an edit that will post in MMIS that will not allow a new authorization of SES. If you are authorizing employment supports, you will now do so under the new employment services

Notice of Action

- **Question:** Do I need to give a Notice of Action when people transition to the employment services?
- **Answer:** A Notice of Action (Assessments and Reassessments) DHS-2828A is required if there is a service reduction, denial, or termination
 - Make sure that you are talking to people prior to their annual renewals about the employment services. Provide them with the following letter [New waiver services to support your choice to work! DHS-7654A-ENG \(PDF\)](#) to people through September 1, 2019.
 - If there is not a service reduction, denial, or termination, then a notice of action is not required (example: translation of services)

Intermediate Care Facilities (ICF/DDs)

- **Question:** Are the new employment services available to people in ICF/DDs?
- **Answer:** The service options available in ICF/DD services do not include the waiver employment services. People living in ICF residences can receive comparable employment services and support via DT&H services or ICF [Services During the Day](#).

Intermittent Work Crew Participation

- **Question:** How should we authorize services for individuals who typically are at the DT&H for full-day DT&H, but may join a community based work crew intermittently?
- **Answer:** Authorize service units based on a person-centered strategy for community employment and consider the previous year as a baseline for the number of service units. If you plan that someone will intermittently join work crews to experience working in the community, authorize units accordingly. Authorizations are sets of units available over a time period, not restricted to any one day for billing.

Prevocational Services – Hourly Units

- **Question:** Can you use Prevocational Services and the employment services on the same day?
- **Answer:** Yes, you can provide Prevocational Services and the new employment services on the same day, but Prevocational Services must be billed in hourly units.

Transportation when the person is not in the vehicle

- **Question:** Can providers bill waiver transportation or the employment services for time spent driving to a location to provide the services?
 - **Answer:** No. CMS does not allow service provider to bill for transportation when the person is not in the vehicle.
- **Question:** Can providers bill both the employment services and waiver transportation for time spent transporting someone to a job if they are providing coaching or support during that trip
 - **Answer:** No, if you are providing job coaching or other services and transportation at the same time, you would need to choose one of the two services to provide/bill.

Waiver Transportation versus Transportation billed as part of another service

Example of Day	8:00 – 8:30am	8:30 – 11:30am	11:30 – 12:00pm	12:00 – 3:00pm	3:00 – 3:30pm
Task	Transport from home to job site by provider	Employment Support services	Transport from job site to DT&H	DT&H services	Transport from DT&H to home
Billed as	Waiver transportation	Employment support services	DT&H 15-minute unit	DT&H 15-minute unit	Waiver Transportation

Vocational Rehabilitation Services (VRS) and Waiver Employment

- **Question:** When should Vocational Rehabilitation Services provide employment supports and when should waiver employment services provide them?
- **Answer:** VRS and DHS are working on a Memorandum of Understanding (MoU) to clarify how our services fit together. In the meantime, refer to the [Interim Guidance](#) found on the Community Based Services Manual. This guidance includes a [quick desk reference](#).

How do I decide whether to authorize Exploration or Development

- **Question:** If I have someone who knows that they want to work in competitive employment, but is not sure at which job position – should I authorize Exploration or Development?
- **Answer:** Exploration assists people in making an informed choice about whether or not to pursue competitive integrated employment. If they have made that decision, then Development would be the appropriate service.

6790L – Multiple Employers

- **Question:** How do you complete Section F of the 6790L (rates sheet for employment services) when the person has multiple employers?
- **Answer:** If the person is paid by one employer, but works at different sites (contracted work crews) just enter it as one position. If the person is paid by multiple employers, complete multiple 6790L forms – one for each job position.
 - DHS is working on a revision to the form to allow for multiple employers to be entered. We hope to make this revision available in December
 - Demo using the [Rate Management System Worksheet 6790L – Employment Services](#)

Excluded Time Services

- **Question:** Are the new employment services “excluded time” services?
- **Answer:** The new employment services are not “excluded time” services. You can review the statute language for excluded time services [here](#). Specifically, 256G.02 Definitions Subd 6 discusses what services are excluded time.

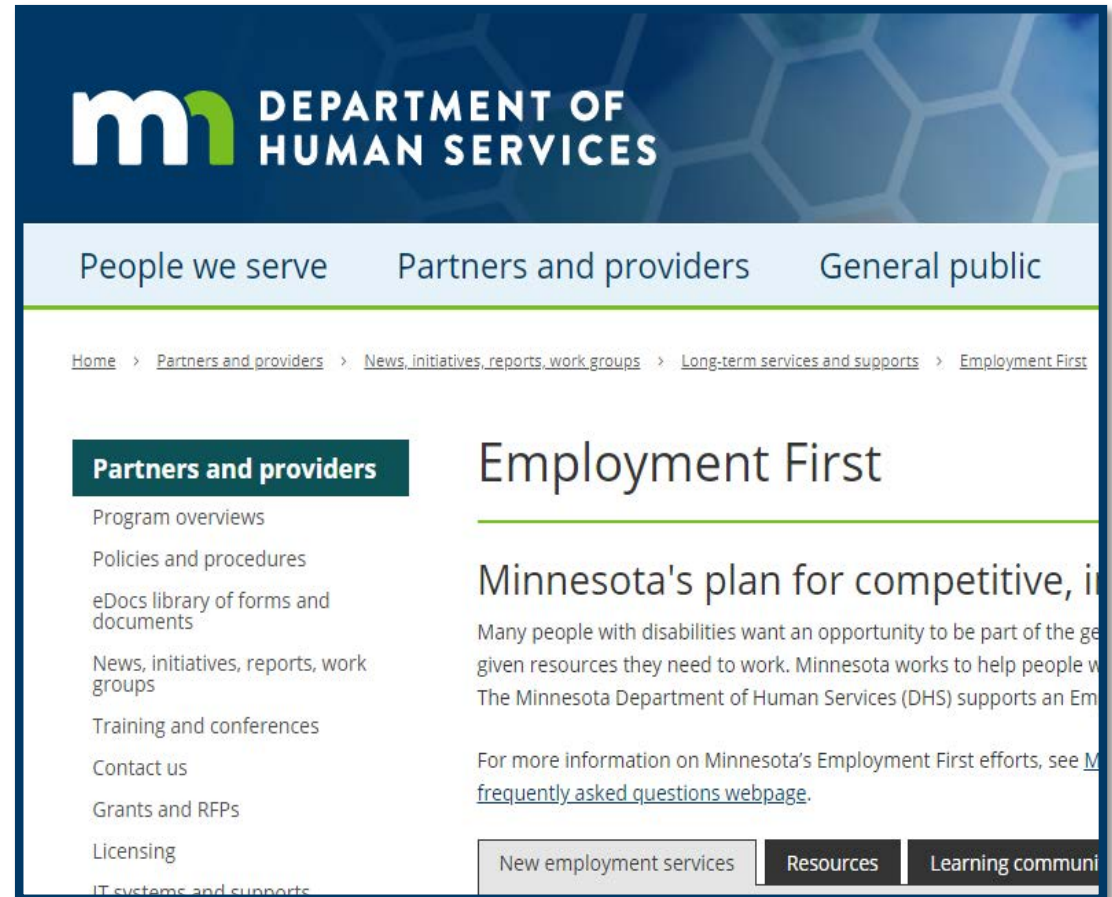


Resources for employment services



Employment First Website

The [Employment First webpage](#) is located on the DHS website. It is the primary source updates, documents and resources during the transition to the employment services.

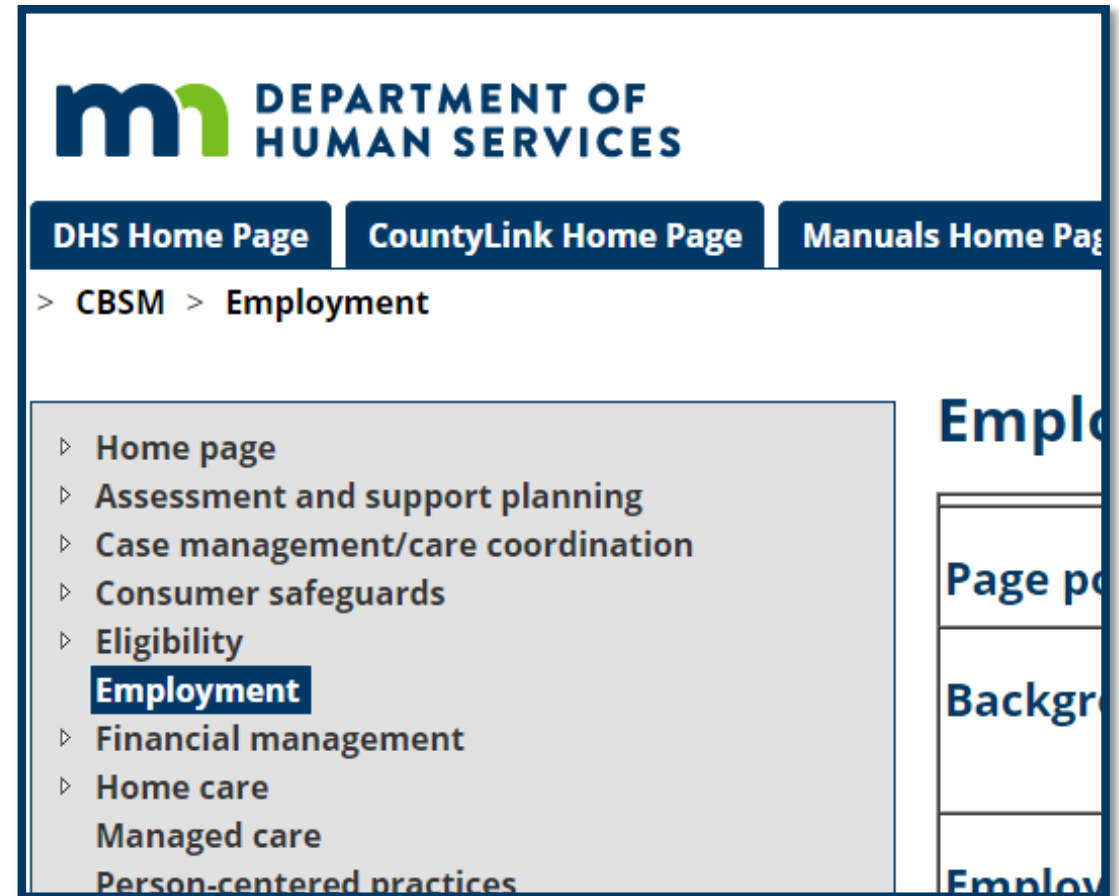


The screenshot shows the Minnesota Department of Human Services (DHS) website. The header features the DHS logo and the text "DEPARTMENT OF HUMAN SERVICES". Below the header, there are navigation tabs for "People we serve", "Partners and providers", and "General public". A breadcrumb trail indicates the current page is "Employment First" under "Partners and providers". The main content area is titled "Employment First" and includes a sub-heading "Minnesota's plan for competitive, i". Below this, there is a paragraph of text: "Many people with disabilities want an opportunity to be part of the ge given resources they need to work. Minnesota works to help people w The Minnesota Department of Human Services (DHS) supports an Em". A link is provided: "For more information on Minnesota's Employment First efforts, see [M frequently asked questions webpage](#)". At the bottom, there are three buttons: "New employment services", "Resources", and "Learning communi".

CBSM Employment Page

The [CBSM Employment Page](#) is the main landing page for policy and procedures regarding employment

- Includes links to each of the employment services pages



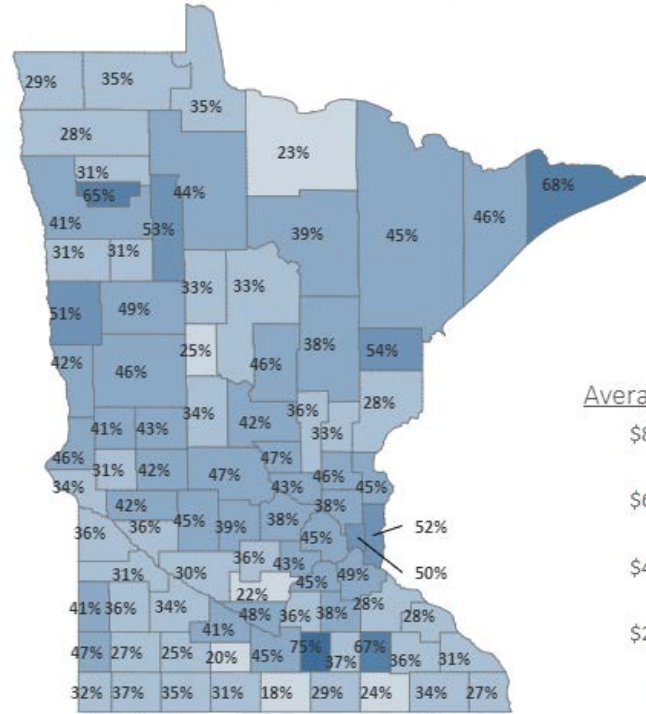
The screenshot displays the Department of Human Services (DHS) website interface. At the top, the DHS logo and name are visible. Below the logo, there are three navigation buttons: "DHS Home Page", "CountyLink Home Page", and "Manuals Home Page". The breadcrumb trail shows the user is on the "CBSM > Employment" page. A list of employment services is provided, with "Employment" highlighted in a dark blue box. The list includes: Home page, Assessment and support planning, Case management/care coordination, Consumer safeguards, Eligibility, Employment, Financial management, Home care, Managed care, and Person-centered practices. On the right side, there is a partial view of a sidebar with sections titled "Emplo", "Page po", "Backgr", and "Emplov".

Questions



Percent Employed by a competitive employer

People with earned income whose employer is not a provider



Average

\$80

\$60

\$40

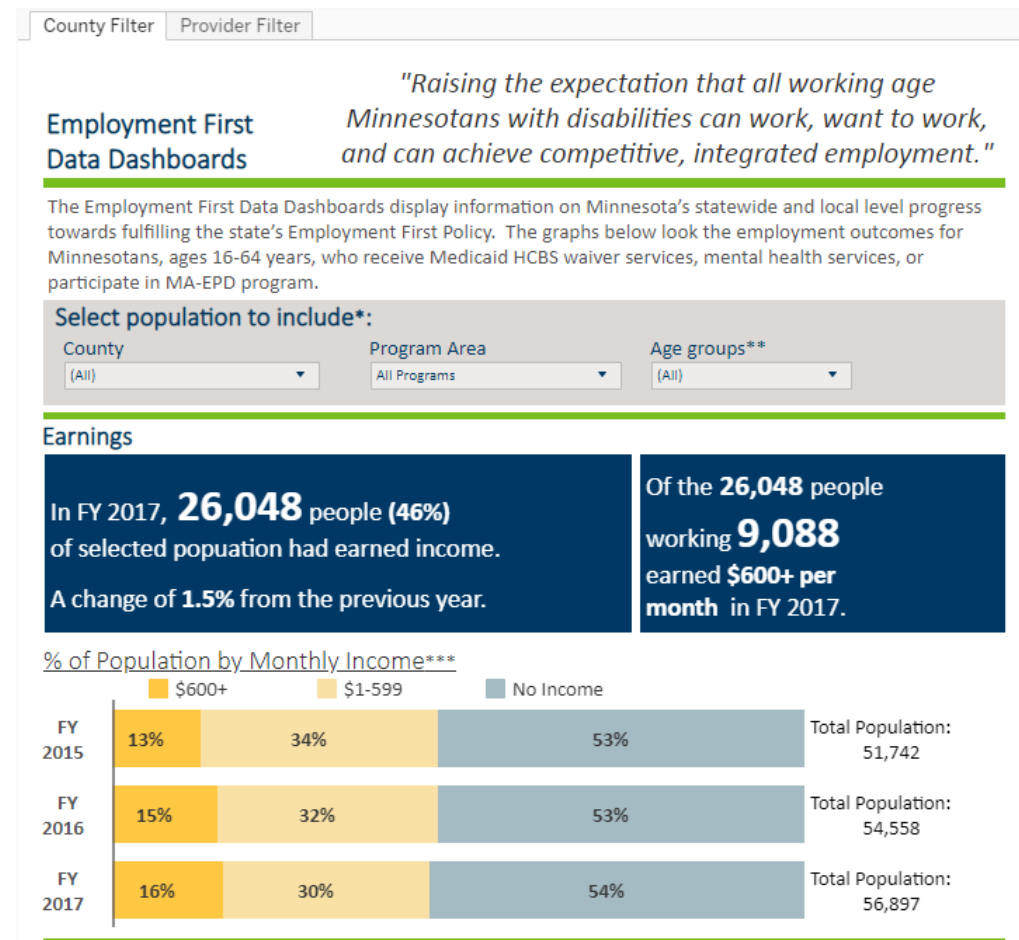
\$20

\$

Employment First Data Dashboards

Employment First Dashboards

- Display information on Minnesota's statewide and local level progress towards fulfilling the state's Employment First Policy
- Look at employment outcomes (earnings and competitive employers) for Minnesotans ages 16-64 years who receive Medicaid waiver services, mental health services or who participate in MA-EPD



Dashboard Info

- **Link to Access:** You can access the Employment First Data Dashboards at (works better in Google Chrome, not Internet Explorer):
<https://public.tableau.com/profile/mn.dhs.long.term.services.supports#!/viz/home/EmploymentDashboards/CountyFilter>
- **Data Source:** The Employment First Dashboards use data from claims and financial eligibility information stored in a Department of Human Services data warehouse.
- **Filters:** Information is separated into two dashboards, one for counties and one for day/employment service providers. Under those tabs, information can be filtered by program, age group, and specific county or provider.

How can I use the Employment First Dashboards

As a lead agency (or as a case manager) the Employment First Dashboards can help you:

- 1. Evaluate county progress towards employment outcomes:** You can use these dashboards to look at your own agency's (or a neighboring county's) employment outcomes over time and in different program areas.
- 2. Review potential employment service providers:** You (or the people you serve) can look up outcome information on service providers in your area
- 3. Communicate the importance of competitive employment:** People who work for competitive employers earn more money

Demonstration of Employment First Dashboards



County Filter Provider Filter

Employment First Data Dashboards

"Raising the expectation that all working age Minnesotans with disabilities can work, want to work, and can achieve competitive, integrated employment."

The Employment First Data Dashboards display information on Minnesota's statewide and local level progress towards fulfilling the state's Employment First Policy. The graphs below look the employment outcomes for Minnesotans, ages 16-64 years, who receive Medicaid HCBS waiver services, mental health services, or participate in MA-EPD program.

Select population to include*:

County

Program Area

Age groups**

(All)

All Programs

(All)

Earnings

In FY 2017, **26,048** people (46%) of selected population had earned income. A change of **1.5%** from the previous year.

Of the **26,048** people working **9,088** earned **\$600+ per month** in FY 2017.

% of Population by Monthly Income***



\$600+



\$1-599



No Income

Filters

Earnings

In FY 2017, **26,048** people (46%) of selected population had earned income.

A change of **1.5%** from the previous year.

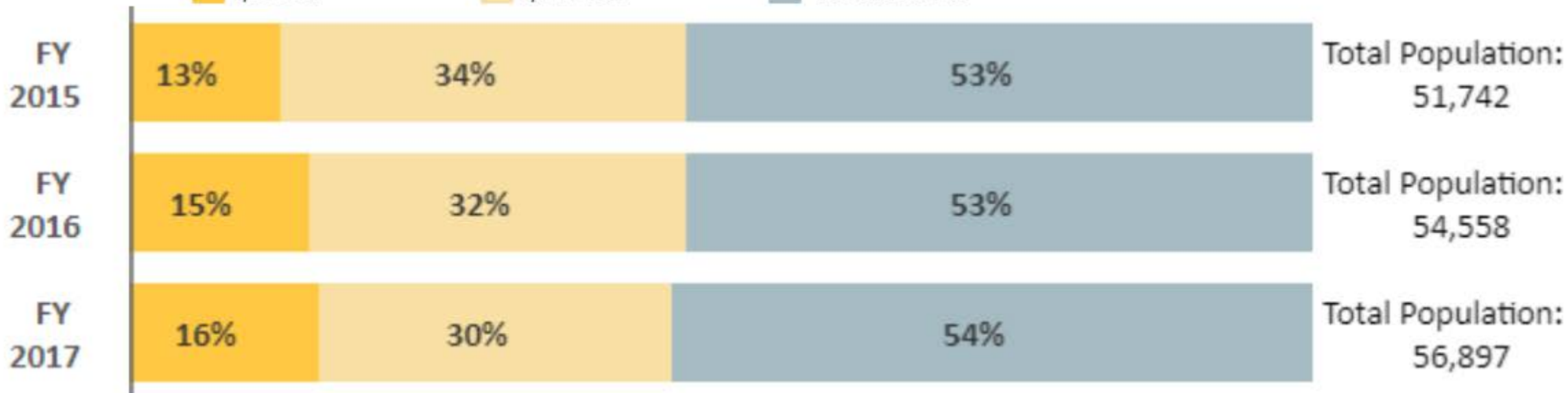
Of the **26,048** people

working **9,088**

earned **\$600+ per month** in FY 2017.

% of Population by Monthly Income***

■ \$600+ ■ \$1-599 ■ No Income



Employer Types

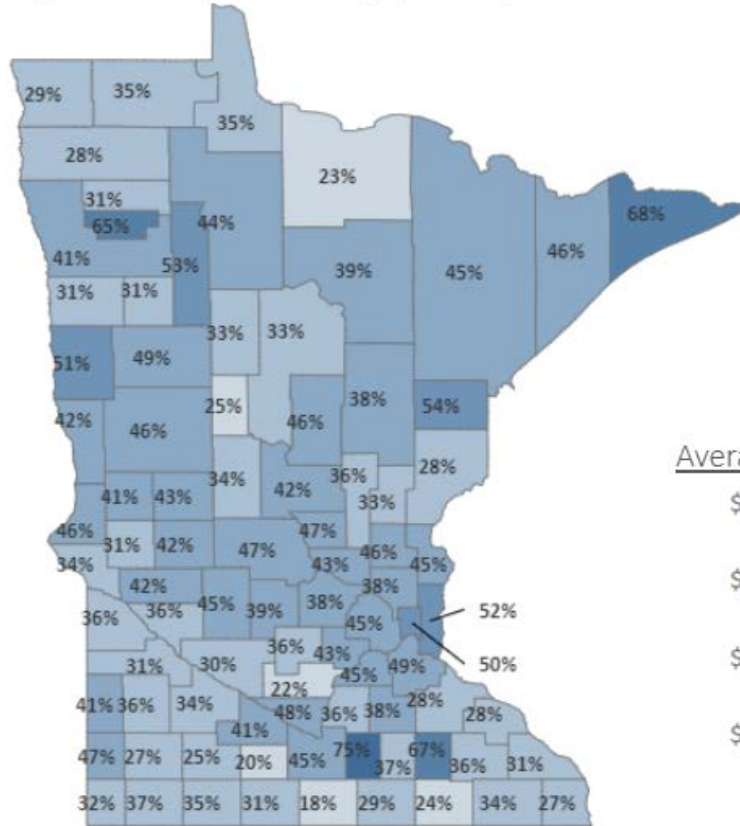
People with earned income have been categorized as employed by either a competitive employer or provider. Examples of competitive employers include: businesses, religious organizations, schools, government agencies, staffing agencies, and self-employment. A person is employed by a provider if the employer on record offers supported employment services or DT&H services.

Employer Category

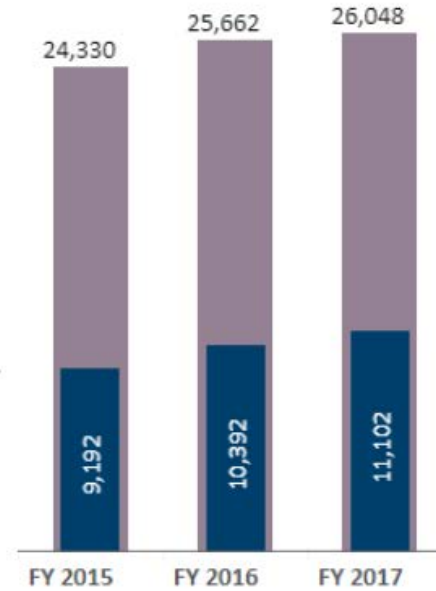
- Competitive employer
- Provider
- All Employer Types

Percent Employed by a competitive employer

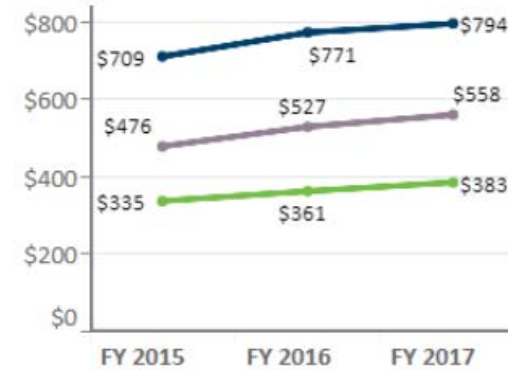
People with earned income whose employer is not a provider



Number working by Employer Type



Average Monthly Income***



* Some data not displayed to ensure data privacy

** Working age defined as 18-64 years old

*** Monthly income based on annual income divided by months worked. Average months worked is 10 months.

Download a copy of the dashboard you are looking at

Where to find help now

- Person Centered Thinking 2-day Trainings
 - <http://rtc3.umn.edu/pctp/training/newdates1.asp?training=1>
- Person Centered Practices Webpage
 - <http://mn.gov/dhs/partners-and-providers/continuing-care/provider-information/person-centered-practices/>
- Olmstead Plan Webpage
 - <http://mn.gov/dhs/general-public/featured-programs-initiatives/olmstead-plan/>
- DHS Training Archive page
 - http://www.dhs.state.mn.us/main/dhs16_143138
- Bulletins
 - http://www.dhs.state.mn.us/main/id_000305
- Lead Agency Review Website
 - <http://www.minnesotahcbs.info/>
- E-List Announcements
 - http://www.dhs.state.mn.us/main/id_000677#
- CBSM Main Page
 - http://www.dhs.state.mn.us/main/id_000402
- Disability Hub MN
 - <http://disabilityhubmn.org/>
- Positive Supports Minnesota
 - <https://mnpssp.org/>

Please take a moment to let us know your thoughts.

- Take our [Survey](#):
- <http://surveys.dhs.state.mn.us/snapwebhost/s.asp?k=153790026133>

Audio from today's session will be available beginning tomorrow morning by dialing:

855-859-2056

Conference ID:

3678995

If you have questions following the session, email to
DSD.ResponseCenter@state.mn.us

Thank you for attending!