

Employment First Benefits Collaborative

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Kimberley Smith
Compliance & Stakeholder Relations Unit Manager



COLORADO
Department of Health Care
Policy & Financing



COLORADO
Department of
Labor and Employment
Division of Vocational Rehabilitation

Our Mission

HCPF

Improving health care access and outcomes for the **people** we serve while demonstrating sound stewardship of financial **resources**

DVR

Assisting **people** with disabilities to **succeed** in **work** and **live independently**



What is the Benefits Collaborative Process?



Purpose

Why do we need Benefits Collaborative?

- Clearly define the sufficient amount, scope and duration of Colorado's Medicaid covered services.
- Ensure covered services are evidence-based and guided by best practices.
- Develop working relationships and collaborate with stakeholders.



*What's My Role Here
Today ?*

How Do I Participate?



Your Role

Participants Are Consultants

Your role is to provide suggestions for policy improvement based on:

- Evidence based research and data
- Peer reviewed literature
- Knowledge of the population we serve



Guiding Principles

Policy Suggestions Adopted Will:

- Be guided by recent clinical research and evidence based best practices, wherever possible.
- Be cost effective and establish reasonable limits upon services.
- Promote the health, functioning, and employment success of Medicaid and DVR clients.



Our Role

- To seek out the feedback of the population we serve and those that support them.
- To implement suggested improvements that meet the collaborative's guiding principles.
- To foster understanding in the community about how policy is developing, and why.



Ground Rules

Participants Are Asked To:

- Mind E-manners
- Identify Yourself
- Speak Up Here & Share The Air
- Listen for Understanding
- Stay Solution Focused
- Stay Scope Focused



Implementation of SB18-145

Employment First Legislation

Kimberley Smith – Compliance & Stakeholder Relations Unit Manager

Adam Tucker– HCBS Benefits Specialist

Patricia Henke – Supported Employment Program Manager

Augusta Klimek – DVR Workforce Innovation and Opportunity Act Manager



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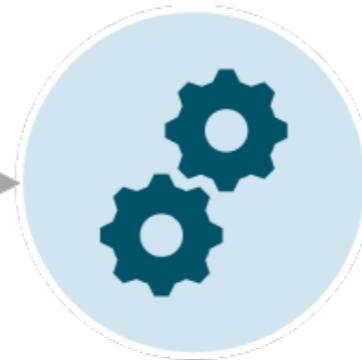
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Office of Community Living Vision



ACCESS

*Streamline Access
to Services*



COORDINATE

*Improve Service
Coordination*



RECEIVE

*Increase Service
Options and Quality*



The Why

85% of adults with intellectual and developmental disabilities are either **unemployed** or **underemployed** due to barriers to Competitive Integrated Employment



Employment First Legislation

Senate Bill 16-077

Created the Employment First Advisory Partnership (EFAP), which developed a strategic plan to make Colorado an **Employment First State** and expand competitive, integrated, employment (CIE) outcomes for persons with disabilities.

Senate Bill 18-145

Requires the State to implement the **recommendations of the Employment First Advisory Partnership.**



Employment First

Is:

- The prioritization of employment as the first and preferred outcome for all working-age persons with disabilities, regardless of level of disability.
- Based upon the premise that all people, are capable of full participation in employment and community life.
- A state-level systems framework resulting in increased, successful employment outcomes for people with significant disabilities.
- The alignment of employment-related policies, service delivery practices, and service funding structures between state agencies.



The What

HCPF and DVR received the authority through SB18-145 to improve Supported Employment services for individuals with disabilities. The bill requires:

Certification

Providers of individualized Supported Employment (SE) services will:

- Obtain a nationally recognized Supported Employment Certification.
 - Potentially receive Supported Employment training that prepares the individual to obtain the national certification.

Invoicing

HCPF to reimburse providers for the cost of the certification and/or training.

Data Collection

HCPF to collect and report Supported Employment data annually, to include:

- Mean wage per hour
- Mean hours worked
- Type of employment



The How and The When (HCPF)

1. Engage stakeholders on new requirements. September 2018-February 2019
2. Promulgate rule. March –June 2019



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Allowable Reimbursements

Training only



Training and Certification



Certification



Based on Feedback

Anticipate approving training
and/or certification based on
Core Competencies
determined essential to provide
supported employment services



Proposed Core Competencies

Career Assessment and Planning

Person-Centered and Team Approach

Core Values and Principles of Supported Employment

Employer Engagement

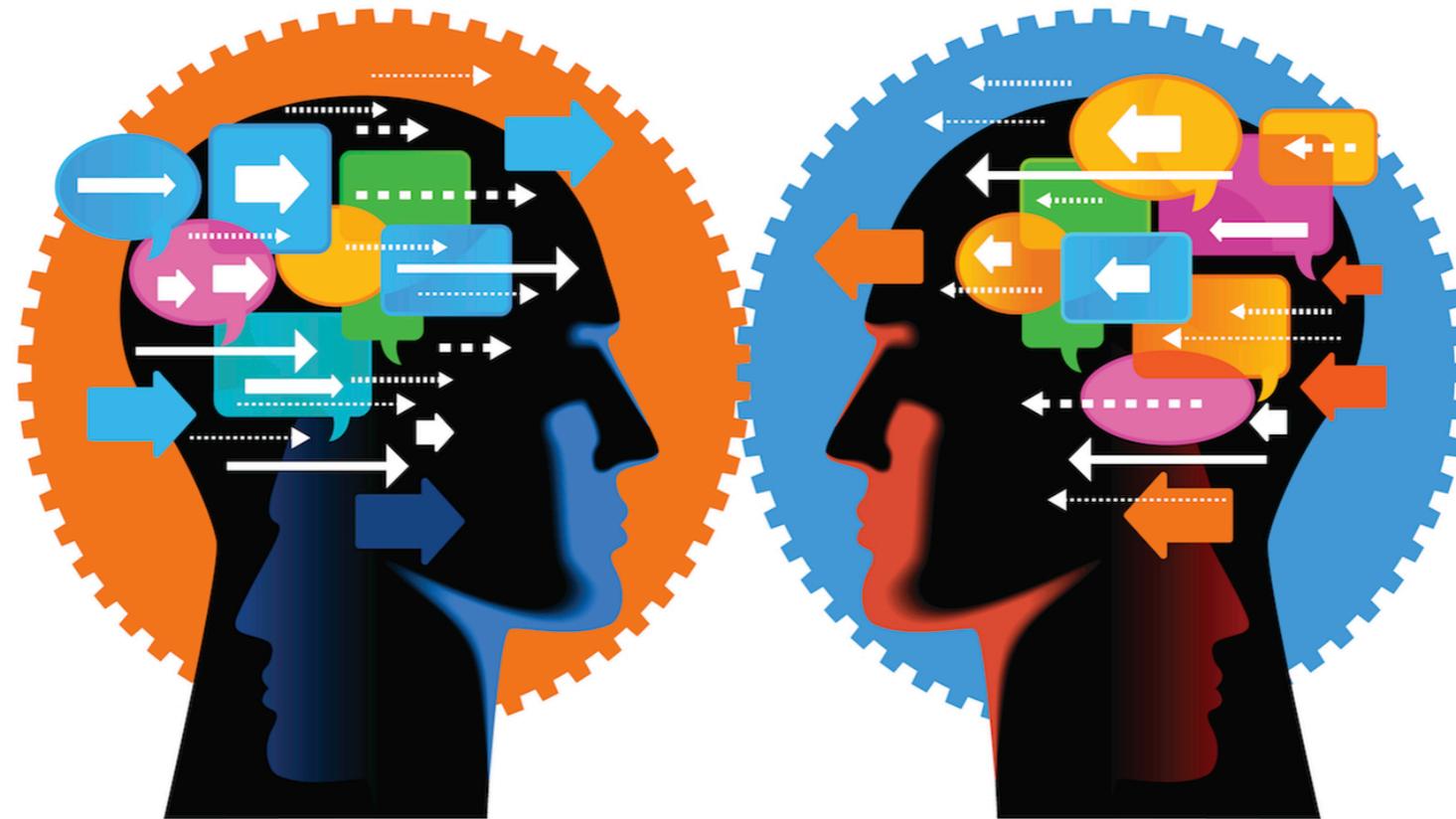
Individualized Job Development

Individualized Job Coaching



Questions for this group

- What is your general feedback to this approach?
- Are there competencies missing?



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Final Fiscal Note

Total allocation for Vendor Reimbursement

- Fiscal Year 2019-20: **\$303,158.00**



Reimbursement process



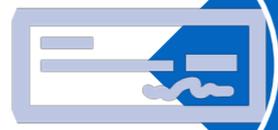
Survey to gather info and interest



Pre-Authorization from HCPF/DVR to ensure funding is available



Vendor submits evidence of successful completion to HCPF/DVR



HCPF/DVR reimburse vendor

What does equity of reimbursement around the state look like?



Questions for this group

- How would you suggest we ensure equitable access to reimbursement for trainings and/or certifications?
- What should we consider about the request for reimbursement process to make it as easy-as possible?
- How many of you are approved PASA's with HCPF only and why?
- How many of you are approved vendors with DVR only and why?
- How many of you or your staff will be ready for training or to gain certification as soon as July 1?



Next Steps

- Continue stakeholder engagement
 - Draft rule for stakeholder comments in Early 2019
 - Rule promulgation process Spring 2019
- Clear direction on approved certifications in Spring 2019
- Rule effective July 2019



Thank you!

Contact Information:

Kimberley Smith, Compliance & Stakeholder Relations Unit Manager

303.866.3977

Kimberley.Smith@state.co.us



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