



2011-2013

Long Term Care Sustainability

DRAFT - Employment Supports

Category:	Ensuring the Cost-Effectiveness and Fiscal Sustainability of Wisconsin's Long Term Care (LTC) Programs
Focus Area:	Long Term Care – Employment Supports
Projected Savings:	TBD
Proposed Implementation Date:	Spring 2012

Description: Ensure a continuum of employment supports in Family Care, IRIS, PACE and Partnership.

Main Message Point

- The federal waivers that support Family Care and IRIS require active treatment, including participation in employment and employment-related services for waiver participants.
- Recent CMS guidance highlighted the importance of competitive work and the goal to promote integrated, community-based employment options with an emphasis on person-centered planning.
- Approximately 12% of long-term care recipients in Wisconsin participate in competitive-wage, integrated employment and Wisconsin ranks 32nd in the percentage of adults with developmental disabilities in Medicaid who are in supported, community-based employment.
- Research has shown that employment results in cost savings, less reliance on public benefits, and more money going back into the local community.
- Community Rehabilitation Programs (CRPs), in addition to workshop-based services, currently provide 65% of community-based employment supports funded by the Division of Vocational Rehabilitation.
- Given recent federal guidance, opportunities also exist to increase community-based employment for people with disabilities that are supported by Medicaid-funded waiver programs.

Proposed Modifications

- 1. Division of Vocational Rehabilitation (DVR) Pilot.** Establish a statewide pilot program to support community-based employment to leverage 80% federal matching funds and the infrastructure and programming in DVR for integrated employment to prioritize services for people with disabilities in Family Care and IRIS.
- 2. Infrastructure Grant Funding.** As allowed under grant provisions, allocate \$1.6 million of carryover funding from the Medicaid Infrastructure Grant (MIG) to complete activities to:
 - Provide assistive technology and supports for youth with disabilities
 - Continue implementation of Project SEARCH, school to work and initiatives to use natural supports
 - Provide assistance for Vocational Futures Planning and MCO network development
 - Finalize guidance on asset development to assist persons to develop sustainable cash assets and saving
 - Provide support to employers to employ persons with disabilities
 - Improve the Disability Employment Data Infrastructure to:
 - Complete data collection activities to identify expenditures and measure employment outcomes
 - Finalize comprehensive data use agreements between DHS, DVR and DPI

- 3. Work Incentive Benefits Counseling.** Ensure work incentive benefits counseling service is available and participation encouraged for LTC participants with an integrated employment goal.
- Ensure availability of Work Incentive Benefits Specialists and Counseling Services as part of ADRC services. Explore opportunities to:
 - Fund up to 10 specialists to serve a regional system corresponding to Family Care districts.
 - Provide mandatory training, initially and ongoing, to economic support workers on the purpose of the Medicaid Purchase Plan and its effective administration.
 - Add Work Incentive Benefits Counseling Services as a specific service for participants in the Medical Assistance Purchase Plan (MAPP).
 - Explore opportunities for Work Incentive Benefits Counseling providers to be credentialed with the state Work Incentive Benefits Specialist Association.
- 4. Improve policies for the Medical Assistance Purchase Plan (MAPP).** Analyze possible changes to the MAPP premium formula to support higher participant earning, saving and financial stability:
- Consider elimination of the current distinction between earned and unearned income in the premium calculation;
 - Establish an effective definition of “employed” for eligibility purposes that is consistent with national policy and ensures that “in-kind” payments for work-like activities for people of working age (under age 65) does not qualify as employment;
 - Provide for participation in MAPP when substantial work ceases at age 65 or later by creating a definition of “employed” specific to this population;
 - Consider implementation of a minimum premium for all participants with countable income at or above 150% FPL;
 - Define a maximum premium for participants that removes the disincentive toward higher earnings; and
 - Focus outreach on the SSI 1619(b) population to encourage MAPP participation and create provisions for an “individualized threshold” similar to 1619(b) within MAPP.
- 5. MCOs and IRIS Consultant Agencies leverage provision of employment services to collect federal reimbursements under the Ticket to Work program.** Encourage and support LTC management organizations (MCOs and ICAs) to register as Employment Networks (ENs) under the Ticket to Work Act:
- Provide Technical Assistance to LTC agencies in registering for EN status;
 - Include LTC agencies in “Smartworks” pilot in 2012; and
 - Implement service payment strategies transferring SSA reimbursements to providers that generate quicker and higher quality integrated employment outcomes.

Effect of these changes:

- Wisconsin will leverage state funding to secure federal vocational rehabilitation funding at an improved match rate in order to support employment for people with disabilities.
- The benefits of key initiatives under MIG funding will conclude and Wisconsin will assure that successful initiatives can be replicated in the long term care system.
- Work incentives counseling will be available to assist and promote employment options for people with disabilities.
- The MAPP plan will be strengthened and key definitions of employment will be clarified.
- MCOS and IRIS Consultant Agencies will support and promote employment of people with disabilities.