



CHANGING  
**Maryland**  
*for the Better*

# Community Pathways Waiver **Amendment #2** **Employment and Day Services**

*A Partnership for better communication on  
developmental disability services in Maryland*

Public Webinars

Presented: August 1, 2016, August 5, 2016, and August 6, 2016



# Agenda

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- Overview
- Waiver Service Template
- Amendment #2 - Purposes
- Employment and Day Services Highlights
- Information and Input
- Next Steps
- Reminder
- Questions

Slide #2



# Overview

- We are making changes to the Community Pathways Waiver to create a more flexible, person-centered, family oriented system of supports
- The changes are based on feedback from individuals receiving services and their families, recommendations from the independent consultants, and are aimed at furthering compliance with new federal rules and requirements from the Center for Medicare and Medicaid Services (CMS) and the Department of Labor (DOL)
- Requests to make changes to the waiver program are made by submitting a Waiver Amendment to CMS
- We are making changes to the waiver program in stages and will reflect the development of new services, improved business rules, processes, and service rates; and will provide ample opportunity for meaningful public engagement on the prospective changes

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# Amendment #2 - Purpose

For Amendment #2, the DDA is proposing to make changes to the current waiver services including service definitions, limitations, and provider qualifications. The purposes of these changes are to:

- simplify the waiver language and description of processes so that all stakeholders can understand
- incorporate best practices
- reflect stakeholder listening sessions, consultant reports, and workgroup's recommendations
- meet federal service requirements

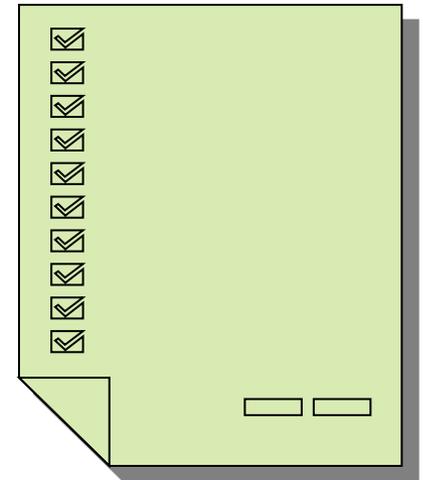
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# Waiver Service Templates

Proposed services are noted in standard templates based on the federal application and include the following key sections:

- Service Name or Alternative Service Title
- Service Definition
  - ✓ Overview or simplified description of service
  - ✓ Service Requirements
- Limits of service amount, frequency, or duration
- Service delivery method
  - ✓ Participant Directed (meaning service can be self-directed)
  - ✓ Provider Management (meaning DDA licensed provider)
- Provider Specifications
  - ✓ Type
  - ✓ Qualifications (license, certifications, others standards)



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# Service Groups

Waiver services have been grouped under one of the following areas:

➤ **Employment and Day Services**



➤ **Support Services**



➤ **Residential Services**



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# Employment and Day Services

Employment and Day Services			
	Current Service Name		Proposed Service Name
1	Supported Employment	1	Supported Employment
		2	Transitional Employment Services
		3	Co-Worker Employment Supports ( <i>NEW</i> )
2	Employment Discovery and Customization	4	Employment Discovery and Customization
3	Community Learning Services	5	Community Development Services
4	Day Habilitation Services	6	Day Habilitation Services
5	Medical Day Care	7	Medical Day Care



# Employment and Day Services Highlights

## ➤ **Supported Employment**

- ✓ Job development, Initial job support and on-going job support.

## ➤ **Transitional Employment** includes

- ✓ Facility based employment
- ✓ Small group employment
- ✓ Large group employment

## ➤ **Co-Worker Employment Supports** – coworker helps person develop positive work-related relationships, habits, attitudes, skills, and become a part of the informal culture of the workplace



# Employment and Day Services Highlights

## ➤ **Employment Discovery and Customization**

- ✓ Development of an Employment Discovery Profile
- ✓ Future certification in discovery, customized employment, and job development with a strategic rollout
- ✓ Specified limits (e.g. Provided M-F only, Max hrs)

## ➤ **Community Development Supports**

- ✓ Name change (CLS to CDS)
- ✓ Requires formal strategies for teaching
- ✓ Activity schedule based on person's preferences, interest, and choice
- ✓ Retirement plan



# Employment and Day Services Highlights

## ➤ Day Habilitation

- ✓ Provided in community or provider site
- ✓ Each person has an activity schedule based on person's preferences, interest, and choice
- ✓ Specified limits (e.g. Provided M-F only, Max 8 hrs)
- ✓ Must meet CMS settings requirements

## ➤ Medical Day Care

- ✓ Simplified language



# Employment Future Proposal

## Employment and Day Services

	FY 2017 Proposed Service Name		FY 2018 Proposal
1	Supported Employment	1	<b>Employment Services</b> – including discovery, job development, initial job coaching, follow along supports, and self employment
2	Employment Discovery and Customization		



# Employment and Day Services Highlights

## ➤ Employment Services (FY 2018)

- ✓ *Future transition* of employment services proposal based on work from the Employment Summit and workgroup
- ✓ Utilizes an individual approach to employment planning and job development
- ✓ Includes a variety of supports to help an individual identify career and employment interest, find and keep a job
  - \*Discovery
  - \*Job Development
  - \*Initial Job Coaching
  - \*Follow Along supports
  - \*Self-Employment Supports



# Employment Services Highlights

- **Discovery** - time limited comprehensive, person-centered and community-based employment planning support service to better inform an individual seeking competitive integrated employment to *create a Discovery Profile*
  - ✓ Activities include a visit to an individual's home, a review of community employers, job trials, interest inventory, a profile and picture resume



# *Employment Services Highlights*

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- **Job Development** - support for an individual to obtain an individual job in a competitive integrated employment setting in the general workforce, including customized employment or self-employment



# Employment Services Highlights

- **Initial Job Coaching** - support in learning and completing job tasks for an individual beginning of a job, promotion, or significant change in duties in a competitive integrated employment setting in the general workforce, including customized employment and self-employment. Supports may include systematic instruction and other learning strategies based on the individual learning style and needs including learning to travel independently to the job
  - ✓ Includes a “fading plan” that notes the anticipated number of hours of support to transition to Follow Along supports



# Employment Services Highlights

- **Follow Along Supports** occur after the individual has transitioned into their job and supports have been faded individuals have the supports necessary to maintain their jobs
  - ✓ Include at least two face to face contacts with the individual in the course of the month



# Employment Services Highlights

- **Self-Employment Supports** - provided to assist an individual whose discovery activities and profile indicate a specific skill or interest that would benefit from resource ownership or small business operation such as:
  - ✓ Aid to the individual in identifying potential business opportunities
  - ✓ Assistance in the development of a business plan
  - ✓ Identification of the supports that are necessary in order for the individual to operate the business
  - ✓ Ongoing assistance, counseling and guidance once the business has been launched



# Employment Services Highlights

## ➤ Employment Services

- ✓ New license type
- ✓ Employment Services provided by staff who has a DDA approved certification in employment
- ✓ New rates and specific milestones/deliverables for payments such as:
  - Discovery reimbursed based on milestones
  - Job Development reimbursed based on a flat fee



# Employment Services Highlights

- Discovery activities shall be reimbursed based on the following milestones:
  - Milestone #1 - includes home visit, survey of the community near the individual's home, record reviews for pertinent job experience, education, and assessments
  - Milestone #2 – includes skill identification through task trials, learning style and teaching mechanisms. A minimum of three (3) job trials and community skills observation
  - Milestone #3 – includes discovery profile, picture and/or written resume, and job development plan from discovery meeting



# Information and Input

➤ **DDA Website – Amendment #2**

- ✓ **Current and proposed services**

<http://dda.dhmfh.maryland.gov/Pages/Community-Pathways-Waiver-Amendment-2.aspx>



➤ **How to share input:**

- ✓ Complete input Survey (*links to be provided with webinars*)  
OR
- ✓ Mail comments to Attention: Amendment #2 - DDA 201  
West Preston Street Baltimore MD 21201



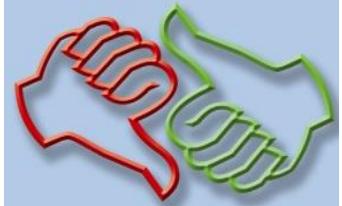
# Input Survey

- Employment and Day Services Survey link

<https://www.surveymonkey.com/r/EmploymentAndDayServices>



Comments  
Concerns  
Compliments



# Next Steps

- DDA Proposed Draft Waiver Services Webinars—  
August – September 2016
- State review of comments and consideration for  
revisions – September 2016
- Identification of business processes and operational  
changes and strategies
- Announcement of final waiver service proposals
- 30 Public comment period

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# Reminders

- Proposed waiver services are in draft
- Share your input
- Proposed new services are not available now
- Rate study will influence rates



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# Questions

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MARYLAND  
DEPARTMENT OF HEALTH  
& MENTAL HYGIENE

