SUPPORTED EMPLOYMENT: FUNDING

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Employment Initiatives Coordinator
FUNDING EMPLOYMENT SERVICES & SUPPORTS

- LRS
- Medicaid Waiver
- Ticket to Work
- SSA PASS plan
# LA Employment Funding Options

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Target Population</th>
<th>Wait time/Availability</th>
<th>Funding Structure</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NOW - New Opportunities Waiver</strong></td>
<td>Individuals with Intellectual disabilities who meet DD Act definition</td>
<td>Long waiting list for services</td>
<td>NOW rates and units</td>
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<tr>
<td><strong>Supports (Adult) Waiver</strong></td>
<td>Individuals with Intellectual disabilities who meet DD Act definition</td>
<td>Waiting list – but not as long as NOW waiver</td>
<td>Supports Waiver Rates and units</td>
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<tr>
<td><strong>VR Services Supported Employment</strong></td>
<td>All individuals who meet order of selection 1 or 2</td>
<td>0-90 days</td>
<td>SE milestone rates</td>
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<tr>
<td><strong>VR services On-Site</strong></td>
<td>All individuals who meet VR order of selection criteria 1 or 2</td>
<td>Typically 0 – 90 days typically</td>
<td>Onsite milestone rates</td>
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<tr>
<td><strong>Ticket to work or Partnership Plus</strong></td>
<td>SSDI or SSI beneficiary who has a “ticket”</td>
<td>0 – 7 days</td>
<td>National rates – Outcome or milestone outcome payment methods</td>
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<tr>
<td><strong>Authorities/Regional OCDD (DD) agencies</strong></td>
<td>Individuals with Intellectual</td>
<td>Depends</td>
<td>Loosely based on waiver rates -</td>
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<td><strong>Authorities Or Regional MH agencies</strong></td>
<td>Individuals who meet MH criteria</td>
<td>Depends</td>
<td>Some localized MH efforts within regions to assist individuals within the MH clinic settings</td>
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</table>
## Billing and Placement Schedule

**LRS $12 Month Capture**

(1 Job Seeker Placed Per Month for 12 Months)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
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<tr>
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<td><strong>Totals</strong></td>
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**Total** 12 months of services and fees for 12 individuals $53,112.50
The Milestone Outcome Payment System is an outcome based payment system that allows for greater flexibility by CRPs by freeing them from hourly billing constraints and creates financial incentives by encouraging the use of natural supports.

The Milestone Outcome Steps are as follows:

- Milestone 1 Job Development/Placement Services
- Milestone 2 One-Month Job Retention Services
- Milestone 3 Two-Month Job Retention Services
- Milestone 4 Three-Month Job Retention Services
- Milestone 5 Job Stabilization /Transition to Extended Follow-along
- Milestone 6 Successful Case Closure **
LRS Forms (SE2, SE2-A, SE2-B)

- SE2 – Activities
- SE2 – A: Analysis
- SE2 – B: Natural Supports Training Plan

Individuals in supported employment typically need some “tailoring” of job duties or negotiations with the employer – if the placement is a “off-the-shelf” type of job without any special accommodations then make sure that the position “fits” the individual.
Before accepting/agreeing to the placement for an individual - make sure that:

- There is informed choice – that the individual actually had a choice
- There is reliable transportation
- The wage and hours are sufficient to meet the individual’s needs
- The individual understands how working will affect his or her benefits
- The provider has identified sufficient supports and strategies that the individual will need to be successful
- There is an clear understanding that the individual will receive long term support for as long as s/he is employed.
ONE MONTH TO STABILIZATION

- LRS Form SE3
- Look at progress as well as areas in need of support – or for any issues that are new...
- Be leery of general comments – “doing well” “john’s happy” – ask for specific measurements like –
- John arrived at work on time every day except once (if getting to work on time was an issue)
- Sally remembered to punch in and out everyday without prompting (if sequencing/or remembering was issue)
- When problems are identified (and they should be) make sure that the strategy for resolution is appropriate
ONE MONTH TO STABILIZATION

- Milestones 2 - 5
- Look for the amount of support time to diminish over the length of employment
- There may be “spikes” of retraining or assistance after a few months – but generally – the level of assistance should decline
- Check “why” there are re-training needs and make sure there are strategies in place to overcome – strategies that will work without the employment staff present.
- Be leery of an individual “achieving” stabilization within a month of placement, it’s possible but unlikely –
  - either the individual didn’t need SE services – or
  - the individual may under-supported at the worksite.
ONE MONTH TO STABILIZATION

- Diminish over time – what might that look like.....
- First month – or few weeks – Employment staff was present at the job site nearly all the time –
- Second month – Employment staff was present making “spot” checks nearly every day the individual was working
- Third month – Employment staff was present only on “difficult” task days and for spot checks
- Fourth Month – Stabilization – Employment staff was making a few checks a week – but active training and intervention has been successfully completed.
- *****Please realize that for some individuals, - especially those who have a mental health diagnosis – the intervention may need to occur OFF and ON the employment site*****
Caution when

The employment staff spends little to no time at the job site

There is no evidence of any “real” assistance

Strategies for employment related issues only involve “counseling” or “talking” to the supported employee.
STABILIZATION/CLOSURE

- Resist the urge to close a case because the “time” period is completed if;
- The individual has continued to have difficulty in some aspect of his/her job.
- You are not clear how the individual will maintain employment after LRS’s funding is discontinued.
Payments Under the Ticket to Work Program

The Ticket program is an outcome-based program. Revenue is realized when a Ticket Holder achieves employment-related Milestones and/or Outcomes. When working with beneficiaries, it is important to understand your organization will only receive payments for a particular Ticket Holder when that Ticket Holder shows progress toward self-sufficiency as evidenced by earnings.

Approved ENs invoice based on the earnings of Ticket Holders who have assigned their Tickets to the EN. At the time the organization completes the EN Request for Quotation (RFQ), the EN must choose between the two options for receiving payments: the Outcome Payment system or the Outcome/Milestone Payment system. Once Social Security approves an EN Blanket Purchase Agreement (BPA), the EN may choose to make one change in its elected payment system at any time during each calendar year. Any change in the elected EN payment system will apply to Ticket assignments after the EN's change in election becomes effective. The EN's earlier elected payment system will continue to apply to all Tickets assigned prior to the change in election.

When earned, milestone and outcome payments are direct deposited into an EN's bank account. These funds represent unrestricted revenue for the EN because Social Security does not place any requirements or restrictions on how ENs use revenue generated under the Ticket program.
EN can request payment when Ticket Holder's earnings exceed SGA and enters zero cash benefit status (2012 SGA 1,010 and SGA for individuals who are blind or visually impaired is $1,690).

Outcome payments are based on the savings that Social Security will realize when a Ticket Holder no longer receives a monthly disability check due to work or earnings. A portion of these savings is passed on to the EN when earnings result in the cessation of monthly disability benefits. The amount of the savings passed on is 67% of the monthly savings.

In 2012, an EN that gets a Ticket Holder on SSDI to zero cash benefit status will receive $719 a month for each month the Ticket Holder stays off cash benefits for up to 36 months (totaling $25,884). For a Ticket Holder on SSI, the EN would receive $412 a month for up to 60 months (totaling $24,720).
In 2012, an EN that has chosen the Outcome payment system and is successful in getting a Ticket Holder on SSDI to zero cash benefit status will receive $719 a month for each month the Ticket Holder stays off cash benefits for up to 36 months (totaling $25,884). For a Ticket Holder on SSI, the EN would receive $412 a month for up to 60 months (totaling $24,720).
MILESTONE OUTCOME PAYMENTS

- Under the Milestone-Outcome payment system, Social Security pays an EN when a Ticket Holder attains certain Milestones and Outcomes in moving toward self-supporting employment. This payment option offers two sets of Milestone payments: Phase I and Phase II.
Phase I Milestones are based on a Ticket Holder's gross earnings. Although Social Security can pay an EN for up to four Milestones achieved by a beneficiary after he or she assigns a Ticket to an EN, there are certain factors that can impact an EN's eligibility for Phase 1 Milestone payments.
PAYMENT FACTORS

- The beneficiary must be working at or above the Trial Work Level
- The work must be associated with a real job and not paid vocational training with no record of continued TWL employment
- The work and earnings that trigger all Phase I Milestone payments are cumulative, meaning TWL earnings that count toward one Phase I Milestone payment also count toward the next one.
PHASE I MILESTONE PAYMENTS

- No Phase I Milestone payments will be available to the EN if the beneficiary was previously served by a State VR agency under the Cost Reimbursement program and was working at the time the VR case was closed.

- Fourth, Phase I Milestone payments may not be available to an EN if the beneficiary achieved the Milestone within the most recent 18-month period prior to the Ticket assignment.
Phase II Milestones are also based on the Ticket Holder's gross earnings. In order for the EN to continue invoicing the Ticket program after the Phase I Milestones have been reached, the Ticket Holder must have gross monthly earnings that exceed Social Security's SGA level. If this earnings level is met, and as long as the Ticket Holder continues to work and earn at this level, the EN can invoice the Ticket program for Phase II Milestone payments.
Outcome payments are available to an EN if the Ticket Holder continues working, has net monthly earnings that exceed SGA, and enters zero cash benefit status because of work or earnings. If these criteria are met, the EN can submit a request for payment each month for up to 36 months for SSDI beneficiaries or up to 60 months for SSI. When a Ticket Holder is dually eligible for both SSDI and SSI, the EN is paid at the higher SSDI rate.
RECONCILIATION PAYMENTS

If a Ticket Holder moves into the Outcome payment phase before an EN receives all of the available Milestone payments, there is a reconciliation payment made at the time the 12th Outcome payment is made. This one-time lump sum payment would be equal to any unpaid Milestone payments that would otherwise have been available to the EN with the Ticket assignment.