FUNDING SOURCES FOR EMPLOYMENT SUPPORT IN LOUISIANA

LSU HSC Human Development Center





Louisiana Funding Sources

- LRS
- Medicaid Waiver
 - NOW Waiver
 - Supports Waiver
- LA OCDD
- TTW EN
- PASS Plan





LRS



LRS Services – Supported Employment

- State Vocational Rehabilitation (VR)
 Services
- Known as Louisiana Rehabilitation Services (LRS)
- SE Milestone Rates paid to eligible SE vendor



LRS Eligibility

- Physical or mental disability
- Be able to benefit from services
- Requires services to prepare for, enter, engage in, or retain gainful employment.
- Order of Selection Priority



LRS Eligibility: Functional Capacity Areas

LRS assigns Selection Group after determination of eligibility for VR services based on functional limitation in the following eight (8) functional capacity areas:

- 1. Mobility
- 2. Motor Skills
- 3. Communication
- 4. Self-Care
- 5. Self-Direction
- 6. Interpersonal Skills
- 7. Work Tolerance
- 8. Work Skills



LRS Eligibility: Order of Selection

- Selection Group 1
 - Most Significantly Disabled, Four (4) or more functional capacity areas are limited as a result of the disability (physical or mental impairment)
- Selection Group 2
 - Most Significantly Disabled, Three (3) functional capacity areas are limited as a result of the disability
- Selection Group 3
 - Significantly Disabled, Two (2) functional capacity areas are limited as a result of the disability
- Selection Group 4
 - Significantly Disabled, One (1) functional capacity area is limited as a result of the disability
- Selection Group 5
 - Non-Significantly Disabled, has a physical or mental impairment and has been determined eligible for VR services but does not meet above criteria



LRS Employment Services

- Job Readiness & Work Ethic Training
- Job Development and Placement (JDP)
- Time Limited Job Coaching (TLJC)
- Supported Employment (SE)
- Pre-Employment Transition Services (Pre-ETS)
- Customized Employment (CE)



WIOA Pre-ETS

THE INSTITUTE BRIEF ICI

Issue No. 31 August 2014

WIA IS NOW WIOA: WHAT THE NEW BILL MEANS FOR PEOPLE WITH DISABILITIES

By David Hoff

Suggested audience for this brief: policymakers, federal and state agency personnel, service providers, educators

With the passage of the Workforce Innovation and Opportunity Act (WIOA), Congress has reauthorized the Workforce Investment Act of 1998 (WIA), including the Rehabilitation Act, through 2020. Commenting on the bill's passage, President Obama stated that the bill "will help workers, including workers with disabilities, access employment, education, jobdriven training, and support services that give them the chance to advance their careers and secure the good jobs of the future."

What does this 300-page legislation mean for people with disabilities? Major highlights include:

- A much larger role for public vocational rehabilitation (VR) as people with disabilities make the transition from school to adult life.
- Efforts intended to limit the use of sub-minimum wage.
- Required agreements between state VR systems and state Medicaid systems, and state intellectual and developmental disability (IDD) agencies.
- A definition of "customized employment" in federal statute, and an updated definition of "supported employment" that includes customized employment.
- A definition for "competitive integrated employment" as an optimal outcome.
- Enhanced roles and requirements for the general workforce system and One-Stop Career Centers in meeting the needs of people with disabilities.
- A number of disability agencies moving from the Department of Education (DOE) to the Department of Health and Human Services, including the Independent Living Program.
- Changes in performance measures, with potentially major implications for VR.

In general, WIOA has the potential for significant advancement in employment of people with disabilities. Here are some more details about the act's anticipated impact:

Increased VR role in transition: Each state's public VR program will now have a much larger role in the transition from school to adult life. Under WIOA, 15% of public VR funds must now be used for transition services, specifically pre-employment transition services as defined within the act.

These services include job exploration counseling, workbased learning experiences, counseling on post-secondary opportunities, workplace readiness training, and training on self-advocacy. Other services are also allowed if funds are available.

President Obama stated that the bill "will help workers, including workers with disabilities, access employment, education, job-driven training, and support services that give them the chance to advance their careers and secure the good jobs of the future."

In addition, each local VR office must undertake preemployment transition coordination activities, including working with schools and the local workforce development system to engage these entities in transition activities.

Limitations on sub-minimum wage: A new section has been added to the Rehabilitation Act, Section 511. It requires (as of 2016) a series of steps before an individual under the age of 24 can be placed in a job paying less than minimum wage (almost all of which are positions with community rehabilitation providers in sheltered workshops or enclaves). Section 511 also prohibits schools from contracting with sub-minimum wage providers.

Requirement for formal cooperative agreement between VR and state Medicaid and IDD agencies: WIOA requires that state public VR agencies have formal



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LRS SE MILESTONE OUTCOME PAYMENT SYSTEM

- Community Based Assessment (\$500)
- Milestone 1 Job Development/Placement Services, One Week Job Retention (\$2000)
- Milestone 2 One Month Job Retention Services (\$1000)
- Milestone 3 Job Stabilization /Transition to Extended Followalong (\$1000)
- Milestone 4 Successful Case Closure (\$2250)
- High Quality Indicators \$1000
- TOTAL \$7750



LRS Supported Employment Summary

		Send to LRS
INTAKE	When Authorization for Assessment is received, Provider must contact consumer within 1 week	
Community-Based Assessment (CBA)	Within 90 days, after three separate assessment meetings and Assessment is completed.	SE1SE1AInvoice (\$500)
Monthly during Job Development	After IPE is signed, send SE2 monthly until job match is found.	• SE2
MILESTONE 1 (One Week)	Job Placement: After seven days of employment send to LRS	SE2SE2ASE4Invoice (\$2000)
MILESTONE 2 (One Month)	After one (1) month of employment (Job retention).	SE3SE4Pay Check stubsInvoice (\$1000)
Monthly until Case Closure	Send SE4 monthly until case closure.	SE4Pay Check stubs
MILESTONE 3 (Min Two Months)	When Job Stabilization occurs (Transition to Extended Follow-Along) Case record must document the date job stabilization occurs and transition to extended follow-along occurs.	SE3SE4SE5Pay Check stubsInvoice (\$1000)
MILESTONE 4 (Min Three Months)	When Successful Case Closure occurs, consecutive , send to LRS.	SE3Pay Check stubsInvoice (\$2250)
HIGH QUALITY INDICATORS	 Minimum two of following 25 or more hours \$10.00 per hour or more Health Insurance Benefits available 	 Pay Check Stub Other official documentation form employer Invoice (\$1000)



LRS Rates for Pre-ETS

- Work-Based Learning Experiences (WBLE's) Maximum of two (2) WBLE at \$500 each
 - Employers reimbursed for up to 240 hours
 - Coaching Services \$25.00 per hour up to the 240 hours
- Job Shadowing \$200, max 2 sites
- Employer Site Visits \$75, max two visits at two different sites
- Other Pre-Employment Transition Services (Excluding WBLEs) Max 64 sessions at \$50 per session (max \$3,200 per student).
 - A session is comprised of 45 90 minutes of instructional time. Only one service can be provided per session.
 - The maximum amount of sessions per service is as follows:
 - · Job Exploration Counseling 5 sessions
 - Self-Advocacy 10 sessions
 - Counseling on Enrollment in Post-Secondary Education or other Comprehensive Transition Program - 5 sessions
 - Workplace Readiness Training 44 sessions



Medicaid Waivers



NOW - New Opportunities Waiver

- Individuals with Intellectual Disabilities who meet DD Act definition
- NOW Rates and Units
- http://www.lamedicaid.com/provweb1/Providermanuals/manual s/NOW/NOW.pdf



NOW Provider Manual



NEW OPPORTUNITIES WAIVER (NOW) PROVIDER MANUAL

Chapter Thirty-two of the Medicaid Services Manual

Issued March 1, 2011

Claims/authorizations for dates of service on or after October 1, 2015 must use the applicable ICD-10 diagnosis code that reflects the policy intent. References in this manual to ICD-9 diagnosis codes only apply to claims/authorizations with dates of service prior to October 1, 2015.



IRING CHANGE



NOW Billing Codes

LOUISIANA MEDICAID PROGRAM

ISSUED: REPLACED: 06/30/14 05/30/14

CHAPTER 32: NEW OPPORTUNITIES WAIVER

APPENDIX E - BILLING CODES

PAGE(S) 3

Provider Type	Proc. Code	Modifier	Waiver Service Description	HIPAA Service Description	Units/Limits
44	T1002	UP	RN Services, 3 persons	RN Services, 3 persons	15 minutes \$5.50
44	T1003		LPN/LVN Services	LPN/LVN Services	15 minutes \$7.84
44	T1003	UN	LPN/LVN Services, 2 persons	LPN/LVN Services	15 minutes \$5.88
44	T1003	UP	LPN/LVN Services, 3 persons	LPN/LVN Services	15 minutes \$5.17
44,82,89	H2017	U7	Professional Services - Psychologist	Psychosocial Rehabilitation Services	15 minutes \$29.55/NTE \$2,250 per CPOC year in combination with H2017 AJ and H2017 AE (exceptions granted)
44,82,89	H2017	AJ	Professional Services - Social Worker	Psychosocial Rehabilitation Services	15 minutes \$9.19/NTE \$2,250 per CPOC year in combination with H2017 U7 and H2017 AE (exceptions granted)
44,82,89	H2017	AE	Nutrition/Dietary Services	Psychosocial Rehabilitation Services	15 minutes \$8.82/NTE \$2,250 per CPOC year in combination with H2017 AJ and H2017 U7 (exceptions granted)
15	Z0616		Environmental Access. (Ramp)	Environmental Access. (Ramp)	
15	Z0617		Environmental Access. (Lift)	Environmental Access. (Lift)	\$7,000.00 per recipient; once the recipient reaches 90% or greater of the cap and the
15	Z0618		Environmental Access. (Bathroom)	Environmental Access. (Bathroom)	account has been dormant for 3 years, the recipient may access another \$7,000.00
15	Z0620		Environmental Access. (Other)	Environmental Access. (Other)	
17	Z0621		Medical Equip. & Supplies (lifts)	Medical Equip. & Supplies (lifts)	
17	Z0622		Medical Equip. & Supplies (switches)	Medical Equip. & Supplies (switches)	£1 000 00i-i
17	Z0623		Medical Equip. & Supplies (controls)	Medical Equip. & Supplies (controls)	\$1,000.00 per recipient; once the recipient reaches 90% or greater of the cap and the account has been dormant for 3 years, the
17	Z0624		Medical Equip. & Supplies (other)	Medical Equip. & Supplies (other)	recipient may access another \$1,000
17	T2029	RP	Medical Equip. & Supplies (routine maintenance & repair)		
13	T2019		Employment Related Training	Habilitation, Supported Employment	15 minutes \$1.66/Minimum of 16 ¼ hour units NTE maximum of 32 ¼ hour units per day and 8,320 ¼ hour units per CPOC year.
98	H2023		Supported Employment – one on one	Supported Employment	15 minutes \$6.66/Not to Exceed 1,280 ¼ hour units per CPOC year



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LOUISIANA MEDICAID PROGRAM

ISSUED: 06/30/14 REPLACED: 05/30/14

CHAPTER 32: NEW OPPORTUNITIES WAIVER

APPENDIX E – BILLING CODES

PAGE(S) 3

Provider Type	Proc. Code	Modifier	Waiver Service Description	HIPAA Service Description	Units/Limits
98	H2026		Supported Employment – follow along	Ongoing Support to Maintain Employment	Day \$49.18/Not to Exceed 24 days per CPOC year
98	H2025	TT	Supported Employment – mobile crew	Ongoing Support to Maintain Employment	15 minutes \$2.01/Not to Exceed 8,320 ¼ hour units per CPOC year
14	T2003	HB	Supported Employment Non-Emergency Transportation	Non-Emergency Transportation	Day (one-way) \$5.67/Not to Exceed 2 one-way trips per day
14	A0130	HB	Supported Employment Non-Emergency Transportation -wheelchair	Non-Emergency Transportation - wheelchair	Day (one-way) \$9.46/Not to Exceed 2 one-way trips per day
02	T2038		One Time Transitional Service	Community Transition, Waiver	Lifetime \$3,000.00
16	S5160		PERS (Install & Test)	PER (Install & Test)	Initial installation \$30.00
16	\$5161		PERS (Maintenance)	PER (Maintenance)	Monthly \$27.00
AW	Z0648	Z0648	Housing Stabilization	Permanent Supportive Housing	15 minutes - \$15.11 1 hour - \$60.44
AW	Z0649	Z0649	Housing Stabilization Transition	Permanent Supportive Housing	15 minutes - \$15.11 1 hour - \$60.44.

NTE = Not to Exceed

<u>Modifiers</u>

Certain procedure codes will require a modifier (or modifiers) in order to distinguish services. The following modifiers are applicable to New Opportunities Waiver (NOW) providers:

AJ = Licensed Social Worker

HB = Adult Program, Transportation

HQ = Group Setting

TD = Registered Nurse (RN)

TE = Licensed Practical Nurse (LPN)

TT = Individual Service Provided to More than One Person

Ul = Day

IT

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Medicaid NOW Provider Enrollment

- www.lamedicaid.com
 - Provider Enrollment:
 http://www.lamedicaid.com/provweb1/Provider Enrollment/Enrollment Entities.pdf
 - Provider Enrollment Packets Links/ 98 Supported Employment: http://www.lamedicaid.com/provweb1/Provider Enrollment/PT98-SupportedEmployment.pdf
 - Medicaid Enrollment FAQ: <u>http://www.lamedicaid.com/provweb1/Provider Enrollment/Provider</u> r Enrollment FAQ.pdf



Medicaid Waiver Programs

- Children's Choice Waiver (CC)
- New Opportunities Waiver (NOW)
- Residential Options Waiver (ROW)
- Supports Waiver (SW)



Home and Community-Based Services

Medicaid HCBS waiver programs allow people greater flexibility to choose where they want to live and to use services and supports that best suit their needs.

Waiver opportunities are dependent upon funding, and are also offered based on the individual's need and priority level from their Screening for Urgency of Need (SUN).



NOW Waiver Services

- Center-Based Respite
- Community Integration and Development
- Day Habilitation and Transportation
- Prevocational Services
- Environmental Accessibilities Adaptations
- Housing Stabilization Services
- Housing Stabilization Transition Services
- Individualized and Family Support (IFS) Service Day & Night
- One-Time Transitional Services

- Personal Emergency Response System
- Adult Companion Care
- Professional Services
- Self-Direction Option
- Skilled Nursing Services
- Specialized Medical Equipment and Supplies
- Substitute Family Care
- Supported Employment and Transportation
- Supported Living



ROW Covered Services

- Support Coordination
- Community Living Supports (CLS)
- Host Home
- Companion Care
- Shared Living
- Center Based Respite Care-Out of Home
- Personal Emergency Response System
- One Time Transition Services (TEPA)
- Environmental Accessibility Adaptations
- Assistive Technology/Specialized Medical Equipment and Supplies
- Transportation-Community Access
- · Professional Services
- Nursing Services

- Dental Services
- Supported Employment
- Prevocational Services
- Day Habilitation
- Housing Stabilization Service
- Housing Stabilization Transition Services
- Adult Day Health Care (ADHC)



Supports Waiver Services

- Support Coordination (case management)
- Supported Employment (Individual and group)
- Prevocational
- Day Habilitation
- Respite
- Habilitation
- Permanent Supportive Housing Stabilization Transition
- Permanent Supportive Housing Stabilization
- Personal Emergency Response System



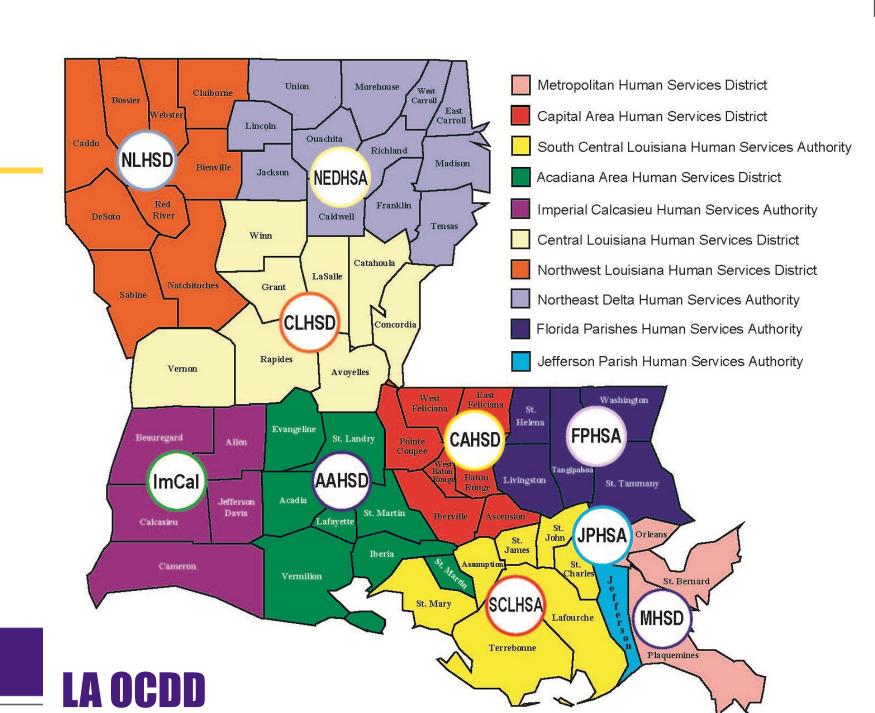
LA OCDD



Authorities / Regional OCDD (DD) agencies

- In Louisiana, Louisiana Office for Citizens with Developmental Disabilities (LaDDC)
 - http://new.dhh.louisiana.gov/index.cfm/subhome/11/n/8
- Ten Human Services Districts/Authorities
- Serve Individuals with Intellectual
- Loosely based on waiver rates





How to Become an LaOCDD Provider

- Provider Enrollment Packet (PT98)
 - http://www.lamedicaid.com/provweb1/Provider Enrollment/newenrollments.htm
- Information
 - http://new.dhh.louisiana.gov/index.cfm/page/1921/n/409



Authorities Or Regional Mental Health Services

- Individuals who meet MH criteria
- Waiting Period Depends
- Some localized MH efforts within regions to assist individuals within the BH clinic setting
- Louisiana Office of Behavioral Health
 - http://dhh.louisiana.gov/index.cfm/subh ome/10/n/328



Ticket To Work Employment Network



Ticket to Work (TTW) (or Partnership Plus)

- SSDI or SSI beneficiary who has a "ticket"
- Waiting Period is 0-7 days
- National rates
 - Outcome or milestone outcome payment methods
- •TTW website:
 - www.yourtickettowork.com
 - https://www.ssa.gov/work/



TTW Employment Network

- Contracts with SSA to provide employment support services
- Can be an individual, or a public or private organization or consortium of organizations
- Application to become EN is free
 - https://www.ssa.gov/work/enrfa.html
- Find TTW Service Providers
 - https://choosework.ssa.gov/findhelp/



Employment Networks In Social Security's Ticket To Work Program



Ticket to Work is an employment support program for people with disabilities who are interested in going to work or increasing their work. Its goal is to increase opportunities and choices for Social Security disability beneficiaries to obtain vocational rehabilitation, employment and other support services from public and private providers, employers and other organizations.

Participation in the Ticket to Work program begins when a person reaches an agreement with an employment network (EN) or state vocational rehabilitation (VR) agency.

What is an EN?

An EN is an entity that contracts with the Social Security Administration to either provide or coordinate the delivery of the necessary services to Social Security disability beneficiaries. The EN can be a single individual, a partnership/alliance (public or private) or a consortium of organizations collaborating to combine resources to serve eligible individuals.

Does it cost anything to become an EN?

The application process to become an EN is free. For more information or to contact the Employment Network Contracts Team, go to the Ticket to Work website at www.yourtickettowork.com or call toll-free, 1-866-584-5180 (TTY 1-866-584-5181).

How many ENs will Social Security approve?

There is no limit to the number of ENs that will be approved. Social Security is contracting with as many qualified entities as possible from both the public and private sector.

Do ENs receive upfront funding?

The Ticket to Work program is a performance-based program. ENs receive payments when the beneficiary achieves certain employment-related milestones or outcomes.

ENs that need upfront capital can find guidance at www.yourtickettowork.com/web/ ttw/pen-en-capitalization.

Do beneficiaries have to participate in the Ticket program?

The Ticket to Work program is voluntary. A beneficiary can choose if, when and where to participate in the program.

How do ENs and beneficiaries connect?

Social Security uses a wide range of strategies to connect beneficiaries with ENs, including webinars, social media, targeted automatic telephone calls and language about the Ticket program in various notices. Social Security encourages beneficiaries to contact the Ticket Call Center toll-free at 1-866-968-7842, (TTY 1-866-833-2967). Eligible individuals also can view an online directory that is open to the public. Interested beneficiaries can contact any EN they wish.

ENs have access to basic contact information on eligible individuals who are in their service area and not working with another EN. ENs are encouraged to reach out to Social Security disability beneficiaries and advocates in their communities.

Are ENs required to serve everyone?

Unless otherwise mandated by other legislation or rules governing their organization, ENs are not required to serve everyone. ENs elect which specific services



Ladies and Gentlemen:

The Social Security Administration (SSA) invites interested parties to respond to our request for application (RFA) notice in accordance with the requirements of the attached RFA number SSA-EN-RFA-20-0001, "Employment Networks (EN) for the Ticket to Work and Self-Sufficiency Program."

THIS RFA REPLACES THE PRIOR REQUEST FOR APPLICATION (RFA), SSA-EN-RFA-18-0001A. THE RFA OFFERS A NEW EMPLOYMENT NETWORK (EN) TICKET PROGRAM AGREEMENT (TPA) THAT UPDATES THE STATEMENT OF WORK TO INCORPORATE CHANGES TO TICKET PROGRAM REQUIREMENTS, AS WELL AS INTRODUCES EFFICIENCIES TO EN TPA AWARD AND POST-AWARD SUPPORT PROCESSES.

The Ticket to Work and Self-Sufficiency Program is the centerpiece of the Ticket to Work and Work Incentives Improvement Act of 1999. This program provides Social Security beneficiaries with disabilities the choices, opportunities and supports needed to obtain and retain employment and reduce their dependence on cash benefits.

Most adults who receive benefits from SSA based on disability are eligible for the Ticket Program and may assign their Tickets to an EN of their choice to obtain employment services, vocational rehabilitation services or other support services necessary to maximize their economic self-sufficiency through work opportunities. An EN shall be either an agency or instrumentality of a State (or political subdivision of the State) or a private entity that assumes responsibility for the coordination and delivery of employment, vocational rehabilitation (VR), or other support services to those beneficiaries who have assigned their Tickets to the EN.

Please carefully review the attached RFA package that explains the duties of an EN, requirements for consideration as an EN in the Ticket Program, and directions for submitting an application.

If you are interested in submitting an application, please complete and **hand sign Part I – Ticket Program Agreement** and **ALL** documents contained in Part V of the RFA package, and submit to ENService@SSA.gov.

Plan for Achieving Self-Support (PASS)

SSA Work Incentives

- Plan for Achieving Self-Support (PASS)
- Impairment Related Work Expense (IRWE)
- Blind Work Expense (BWE)





PASS Plan

- Plan to Achieve Self-Support (PASS)
- SSI work incentive
- Uses SSI check reduction monies to finance items, services or skills to reach a specific work goal
 - https://www.ssa.gov/disabilityresearch/wi/pass.htm
 - https://www.ssa.gov/ssi/spotlights/spot-plans-self-support.htm
 - http://www.passonline.org/



SSA PASS Plan (SSA-545-BK)

	PLAN TO ACHIEVE SELF-SUPPORT (PASS)	Date Received	
	, ,	201	
Nam	e	SSN	
_	PART A – YOUR WORK GOAL		
Λ 1	What is your work goal? (Show the job you expect to have at the end of the plan.	Re specific)	
Α. Ι.	wink to your work goal: (Onlow the job you expect to have at the one of the plan.	De apecilie)	
A.2.	Will you be self-employed? If yes, attach a copy of your business plan or contact your PASS Cadre.	☐ Yes	☐ No
A.3.	Do you have a job coach you pay with your own money?	Yes	☐ No
A.4.	If yes, will this plan reduce the number of hours you pay the job coach?	Yes	No No
A.5.	Describe the duties you expect to perform in this job (Be specific about the tasks y	ou will perform):	
A.6.	Does your work require a special certificate or license (for example a drivers, real	tor.	
	or cosmetologist license)?	Yes	☐ No
A.8.	How much money do you expect to earn before any deductions? (Monthly) \$		
A.9.	Have you previously been approved for a PASS?	Yes Yes	No Skip to I
A.10	. If Yes:		
	When was your plan approved?		
	What was your work goal?		
_	Why weren't you able to become self-supporting?		
_			
	PART B - MEDICAL/VOCATIONAL/EDUCATIONAL BA	CKGROUND	
B.1.	PART B – MEDICAL/VOCATIONAL/EDUCATIONAL BA	CKGROUND	
B.1.		CKGROUND	
B.1.		CKGROUND	



LA Employment Funding

Funding Source	Target Population	Funding Structure
LRS Supported Employment	OOS 1-5	SE Milestone Rates
LRS Direct Placement	OOS 1-5	Direct Placement Rates
NOW – New Opportunities Waiver	Individuals with Intellectual disabilities who meet DD Act definition	NOW Rates and Units
Supports (Adult) Waiver	Same as NOW	Supports Waiver Rates and units
Authorities/Regional OCDD (DD) agencies	Individuals with Intellectual (IDD)	Loosely based on waiver rates
Authorities Or Regional MH	Individuals who meet MH criteria	Some localized MH efforts within regions to assist individuals within the MH clinic setting
Ticket to Work or Partnership Plus	SSDI or SSI beneficiary who has a "ticket"	National rates – Outcome or milestone outcome payment methods
SSA PASS Plan	SSI beneficiary who is working	SSA – approved by state cadre

HDC Employment Website: http://www.hdc.lsuhsc.edu/employment

