

Stakeholder Engagement Supported Employment

October 4, 2022

Department of Health Care Policy and Financing



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Welcome!

Meet the HCPF Supported Employment Team

Unit Supervisor: **Kim Cortes**

Policy Advisors:

- **Katie Taliercio - Lead**
- **Jenny Jordan**
- **Andre Johnson**
- **Lauren Riley**





Our Mission:

Improving health care equity, access and outcomes for the people we serve while saving Coloradans money on health care and driving value for Colorado.



Purpose of Meeting

- To engage stakeholders on new Supported Employment services established by SB21-039
- To provide an overview of new services as we currently envision them
- To receive feedback on proposed concepts to drive service development

Agenda

- Housekeeping
- Background
- New Services:
 - Benefits Planning
 - Workplace Assistance
- Other Changes



Housekeeping

- Mind e-manners
- Use chat for questions and comments
- Raise hand to verbally ask questions/share comments
- There will be time for discussion following the overview of each new benefit

Background



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Employment First

- Colorado: Employment First state since 2016
- Everyone can work with the right support!
- Employment First = the **opportunity to work** for competitive wages is provided as the **first and primary option** by taxpayer-funded programs



Senate Bill 21-039

- Phases out sub-minimum wage employment in Colorado
- Creates a buy-in option for the HCBS-DD Waiver
- Directs the Department to seek federal approval for:
 - **New Waiver services**
 - Removing all employment services from the Service Plan Authorization Limit (SPAL)

Benefits Planning



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Benefits Planning: Purpose

- Assist members and their family/support networks to understand how benefits are affected by employment/income
- Reduce fears and concerns that choosing to seek employment (or increasing pay/hours) would jeopardize benefits

Benefits Planning: Purpose (cont'd)

- Will empower members to make informed decisions about employment through accurate information and guidance about the impact of income on their individual situation.
- Available to ANY member enrolled in DD/SLS Waivers

Benefits Planning: Provider Qualifications

- One of the following required:
 - Community Work Incentives Coordinator (CWIC),
 - Community Partner Work Incentives Coordinator (CPWIC), or a
 - Credentialed Work Incentives Practitioner (WIP)
- In order for the Waiver to fund the service:
 - On Service Plan/ PAR
 - Must be a Waiver Benefits Planning provider

Proposed Service Inclusions

- Benefit Verification & Benefit Summary/Analysis
- Exploring possible options to access necessary services/supports if working
 - Providing information on Waivers, Buy-In, and other federal/state/local programs
- Benefit counseling when considering employment, changing jobs, or for career advancement

Proposed Service Inclusions (cont'd)

- Submitting referrals and connecting to resources
 - Coordinating with team to promote accessing services/resources that will advance employment
 - Including DVR referrals/applications
- Assisting with the collection/submission of income statements & documentation related to Social Security Administration (SSA) or other benefit managing entities

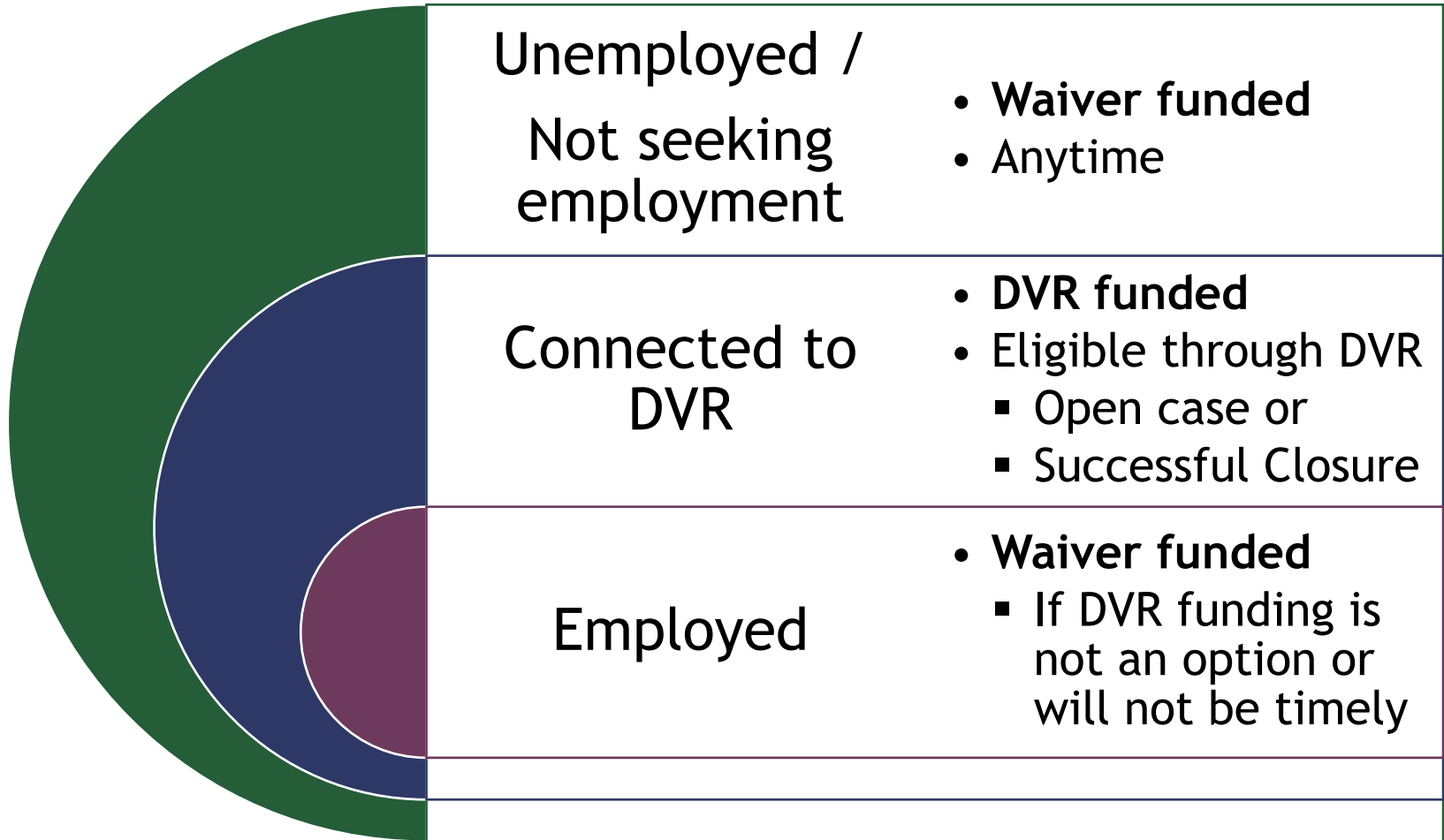
Funding Source

Service is intended to be used when **Benefits Counseling** provided by the Division of Vocational Rehabilitation (DVR) is unavailable

- Great news! If someone is connected to DVR, they can access this service now.
 - Talk to the DVR Counselor
- Waiver is payor of last resort, so must tap into available DVR funding first



Funding Source (cont'd)





Discussion

Workplace Assistance



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SB21-039 Language

- “Service [for] ... support to provide line-of-sight (LOS) supervision on the job as a less intensive and less expensive alternative to individual job coaching, when appropriate”
- This service could benefit other members as well:
 - Medical / physical assistance needs
 - Supervision less than LOS / behavioral support needs

Another Tool in the Toolbox



We are Unique!

We need your input for what would be best for Colorado.



Workplace Assistance: Purpose & Philosophy

- Open up competitive integrated employment to members with the most significant barriers
- Targeting members with intensive medical, physical, and/or behavioral needs
- Frequency and duration of support should be determined through person-centered process with an emphasis on independence and inclusion

Proposed Service Delivery

- To be provided on a one-to-one basis
- Primarily at member's place of employment during or adjacent to the member's hours of employment
- Workplace Assistance and Job Coaching could be delivered by:
 - Same provider / agency
 - Different agencies



Who is this for?

Addressing Physical/Medical Needs:

- Physical support to members who have significant needs that normally would be done independently if not for the disability
- Hand-over-hand assistance
- Setting up for work

Who is this for? (cont'd)

Challenging Behavioral Needs:

- Rights Modifications related supervision or alone time - including, but not limited to, line-of-sight
- Have needs which justify a paid caregiver to be present for a substantial portion of the hours worked
- Note: A member's supervision level should not be elevated in order to pursue employment

A Note About Level of Supervision at Work

- The level of paid caregiver supervision needed at work may be different than other settings
 - Members should not be over-supported
 - Nor limited in their availability to work based on supervision needs identified for other settings
- Appropriate job match can help control for many variables
- A member's place of employment is very likely to have natural supports available



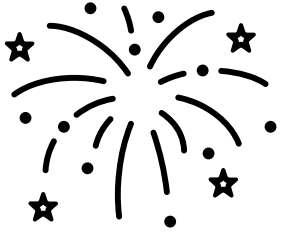
Discussion

Other Changes



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Exciting News!



- Health First Colorado Buy-In Program for Working Adults with Disabilities Coming January 1, 2023
- Supported Employment services will no longer fall under the Service Plan Authorization Limits (SPAL) in the SLS Waiver beginning July 1, 2023

Upcoming Meetings

Tuesday, October 25, 2022 1-2:30 p.m.

Thursday, November 10, 2022 1-2:30 p.m.

[Zoom Webinar Link](#)

Meeting ID: 993 1700 7314 Passcode: 396389

Toll Free Call-in option: 1-877-853-5257



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Questions?



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Thank you!

