



Pathway to Employment

MSC Training

September 2014



A word about today!

This is a FIRST step in learning about Pathway to
Employment

***Opportunity to Give Medicaid Service
Coordinators Information and Tools***

Opportunity to Answer Your Questions



*What will we cover
today?*



OVERVIEW

- The Important Role of the MSC in Employment
- Setting the Context- Why is there a Focus on Employment?
- What is Supported Employment and Integrated Employment
- Person-Centered Planning Process including Discovery
- Pathway to Employment Overview
- ACCES-VR
- Updating the ISP
- Impact of Work on Benefits

MSC Role in Employment

Relationship with individuals and families

Frequently the first point of contact

Updating ISP



Setting the Context

How should we be thinking and talking about employment?

- OPWDD's employment efforts are a significant policy shift.
- We need to understand why these changes are happening.
- We need to change our thinking and our language as we talk to families and individuals receiving services.
- These factors are important as we roll out the new Pathway to Employment Service.



Setting the Context

Why is OPWDD Focused on Employment?

- Americans with Disabilities Act (ADA)
- Olmstead Supreme Court Decision
- Department of Justice Enforcement (DOJ)
- Center for Medicare and Medicaid Services (CMS)



Americans with Disability Act

- **Federal legislation enacted in 1990**
- **Prohibits discrimination & ensures equal opportunity for persons with disabilities in employment, state and local government services, public accommodations, commercial facilities and transportation**
- **Historically most of the focus has been on public accommodations, workplace accommodations and housing (not people with DD or employment)**



Olmstead

- **1999 Supreme Court Decision**
- **Clarified that “unjustified segregation of persons with disabilities constitutes discrimination in violation of Title II of the Americans with Disabilities Act.”**
- **Also required states to create plans for how services will be provided in the most integrated setting that is appropriate to a person’s needs (Olmstead Plan)**
- **While people with DD explicitly included the focus was mostly residential**

Department of Justice (DOJ)

- 2009- DOJ (**Division of Civil Rights**) begins to focus on ADA and Olmstead compliance
- 2012-Oregon lawsuit involving workshops
- 2014- CMS Regulation for HCBS Waiver



CMS Home and Community Based Waiver Setting Requirements

- Took Effect March 2014
- Awaiting CMS Guidance to shape OPWDD Direction
- A Home and Community Based Setting is Integrated
- A Home and Community Based Setting provides opportunities to seek employment and work in **competitive integrated settings**, engage in community life, and control personal resources, and receives services in the community to the same degree as those not receiving Medicaid



Settings PRESUMED NOT to be Home and Community Based

- Settings in a publicly or privately owned facility providing inpatient treatment
- Settings on grounds of, or adjacent to, a public institution
- Settings with the effect of **isolating individuals from the broader community** of individuals not receiving Medicaid HCBS services

Informed Choice in New York State

- Being exposed to and exploring integrated employment options
- Utilizing person-centered planning and not predetermining employment outcomes



The Vision Statement

People with developmental disabilities enjoy meaningful relationships with friends, family and others in their lives, experience personal health and growth and live in the home of their choice and fully participate in their communities.

The Mission Statement

We help people with developmental disabilities live richer lives.



Definition of Supported Employment

Supported employment is the *provision* of *on-going supports* to individuals to gain and maintain integrated, community based employment for which an individual is compensated at or above minimum wage, **working along side of workers without disabilities.**



What is Integrated Employment?

Work settings where workers with developmental disabilities **have opportunities to interact with,** and **work alongside,** co-workers who **do not have disabilities** are considered integrated.

If **supervisors,** job coaches and other staff are the **only people without disabilities** that workers interact with, then the setting **does not meet** the definition of integrated.



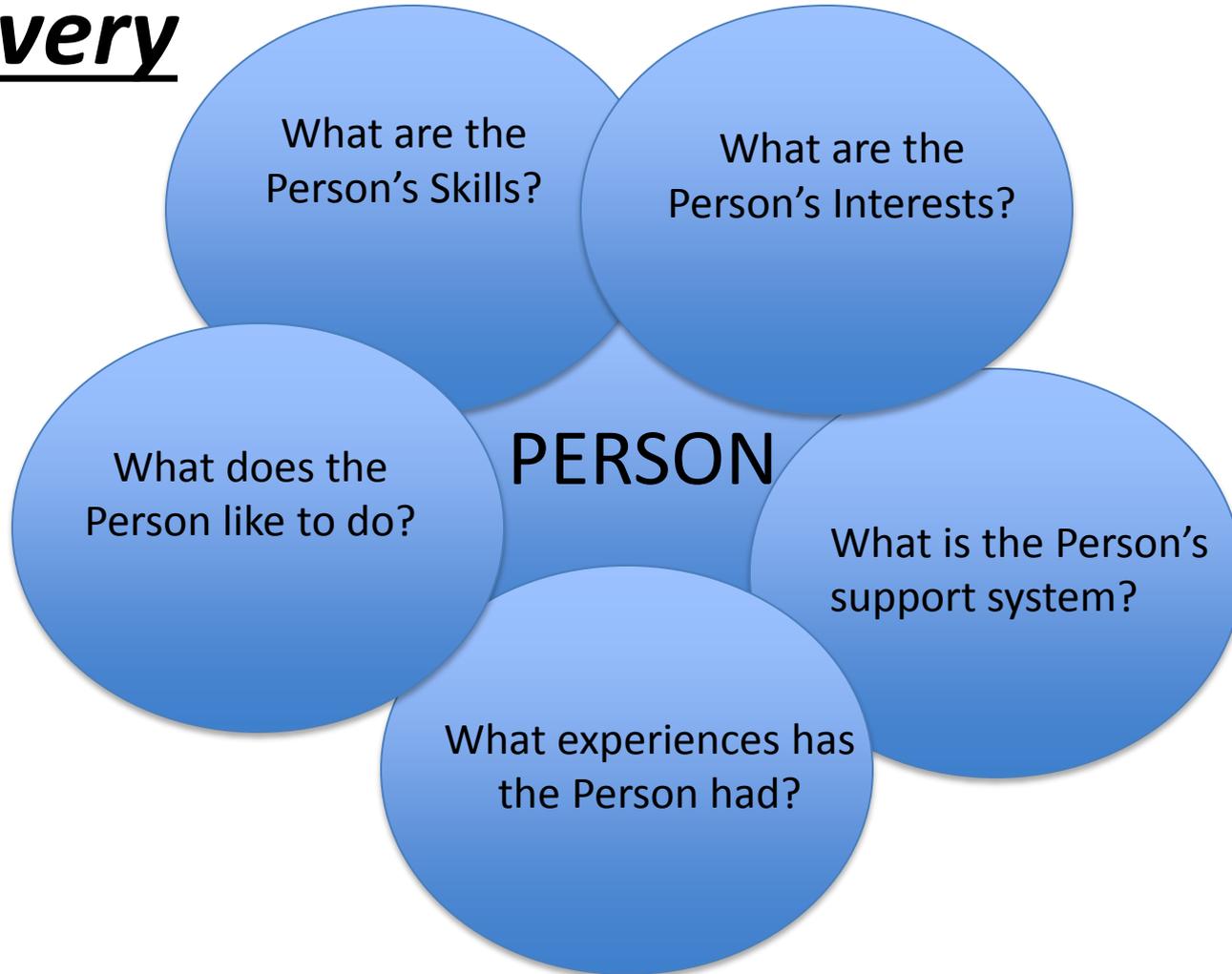
Discovery



Explores new opportunities to build the person's skills and abilities which helps to set a direction for future employment and community participation



Discovery





Where Can you Do Discovery?





INNOVATIONS IN EMPLOYMENT

SUPPORTS



New York State OPWDD is pleased to offer the Innovations in Employment Supports training series at locations across the state. The series is designed to give staff an opportunity to enhance their skills to better support individuals with developmental disabilities through person-centered plans that focus on meaningful activities and employment opportunities.

Calendar and Registration Online at:

<http://humanservicesed.org>

For questions you can email: **innovations@humanservices.org**



Putting People First

Embracing Employment: Creating the Path (Formerly Path to Employment: Putting People First)*

Receive a comprehensive overview of the OPWDD Employment First initiative and the values, skills, and processes that will lead to greater employment success. **This session is designed for any staff involved in providing employment, day habilitation, residential supports and services.** * May be attended out of sequence and is not a prerequisite for other **Innovations** sessions.

Discovery: Assessment and Planning (Formerly Assessment and Planning: The Forgotten Art)

Maximize the art of discovery and the skills of assessment. Participants will learn to gather information and create vocational services plans that will lead to the ultimate volunteer and employment supports goal -- the job match! **Supported employment supervisors are strongly encouraged to attend, as well as any staff supporting transition to employment.**

Creating Connections: Developing Opportunities (Formerly Job Development: Creating Connections)

Learn the most important skills for networking. Participants will learn to shift their thinking and practices to a relationship-building model for creating volunteer and employment options. **This session is designed for job coaches, job developers, and day habilitation staff responsible for developing employment or volunteer opportunities.**

Job Coaching: Learning, Teaching and Facilitating Integration

Acquire comprehensive training in and tools for effective / efficient job coaching supports which will allow the Employment Specialist to transition from the art of assessment and job development to the science of job coaching.

All staff providing supports at the employment or volunteer sites are strongly encouraged to attend.

Advanced Discovery Skills

Develop the techniques and strategies necessary to facilitate a comprehensive community based Discovery process. Participants will gain understanding of the OPWDD expectations for completion of the OPWDD Employment Profile.

Prerequisite: Assessment and Planning: The Forgotten Art or Discovery: Assessment and Planning

Advanced Connection Skills

Explore the techniques and strategies to support the business partnership model of networking and relationship building. Participants will gain skills to create focused, effective volunteer and employment partnerships.

Prerequisite: Job Development: Creating Connections or Creating Connections: Developing Opportunities

Advanced Job Coaching Skills

Add to your job coaching "tool kit" by learning strategies and techniques to ensure that your training and employment supports plans will lead to long-term job retention.

Prerequisite: Job Coaching: Learning, Teaching and Facilitation Integration

Pathway To Employment Mandated OPWDD Training

Comprehensive overview of Pathway to Employment, Explanation of the Services, Detailed Training in the Required Forms, How to Deliver the Service, Service Definitions, Required Documentation, Billing Details

(Mandated Training for Providers delivering Pathway – Trainings before Sept 30, 2014 are limited to 2 persons: the SEMP Director and Day Services Director. Trainings for staff delivering the service will begin Oct 2014)



PATHWAY TO EMPLOYMENT

OVERVIEW



What Employers Look for in Entry-Level Job Candidates

Developing Skills Employers Demand





Closing the Experience Gap

Exposure to volunteering or paid work

Exploration through volunteering or paid work

Assessment

Success/Failure





What is Pathway to Employment?

- Time limited service – up to 365 days
- Up to 278 Hours of service or 365 days
- Designed to assist people in identifying a career goal through exploration and experience
- Services will focus on:
 - Pre-employment Skills
 - Integrated Community Vocational Experiences
 - Development of a Vocational or Career Plan
 - Achieving the Greatest Level of Independence Possible
 - Self employment is included



Who can deliver the Service and **When?**

- 1. Provider Agencies with a Waiver Agreement that includes SEMP**
- 2. Provider Agencies that have sent the DIRECTOR OF SUPPORTED EMPLOYMENT AND THE DIRECTOR OF DAY SERVICES to the Pathway to Employment Training Prior to October 1, 2014 will have the Waiver Agreement Automatically Updated.**



Who Can Receive Pathway to Employment Services?

Anyone Eligible for Waiver Services and
may be receiving:

Day Habilitation

Sheltered Workshop

Pre-Vocational

Supported Employment

OR Students leaving High School

For self-direction Agency only (no self hire)



Where can Pathway be delivered?

- Community
- Non-Certified Settings
- Home



Allowable Pathway to Employment Services

Consists of direct and indirect services that assist an individual in identifying a career/vocational direction, provides instruction and training in pre-employment skills, and develop a path for achieving competitive, integrated employment at or above the New York State minimum wage.



Direct Service Provision Activities

(Limited to or 278 hours total of billable service time including up to 60 hours of indirect services.)

- Job Readiness Training
- Job Coaching
- Travel Training
- Stress Management
- Social and Interpersonal Skill Building
- Vocational Observation and Assessment
- Situational Observation and Assessment
- Job Related Discovery
- Career Exploration
- Experiential Learning
- Assessment for use of Assistive Technology
- Community Experiences
- Benefits Management
- Career/Vocational Planning
- Customized Job Development
- Planning for Self-Employment
- Time staff spends transporting individual(s) to community experiences



Indirect Service Provision Activities

(Limited to 60 hours of billable service time)

- Observation and assessment of an individual's interactions and routines at home, in the community, and within other services or programs that could translate into employable skills
- Development of community experiences through volunteer opportunities, paid or unpaid internships, mentorships, apprenticeships, job clubs, work site visits, job placement or other job exploration modalities.
- Preparing the Pathway to Employment Service Delivery Plan
- Preparing the Pathway to Employment Discovery Report that includes the career and vocational plan



Sample Pathway Schedule

Monday	9 am – 2 pm	Attend the workshop or day hab program.
	<i>2 pm – 3:30</i>	<i>Pathway – Travel Training</i>
Tuesday	<i>9 am – 11 am</i>	<i>Pathway -Volunteer at the local Health Food Coop trying various food service and sock clerk tasks.</i>
	11 pm – 3 pm	Attend the workshop or day hab program
Wednesday	9 am – 3 pm	Attend the workshop or day hab program
	<i>5 pm – 6:30</i>	<i>Pathway staff visit the home to observe the individual</i>



Putting People First

Thursday 9 am – 11 am Volunteer at the local Health Food Coop trying various food service and stock clerk tasks.

11 pm – 3 pm Attend the workshop or day hab program

Friday 9 am – 11 am: Job Readiness Training

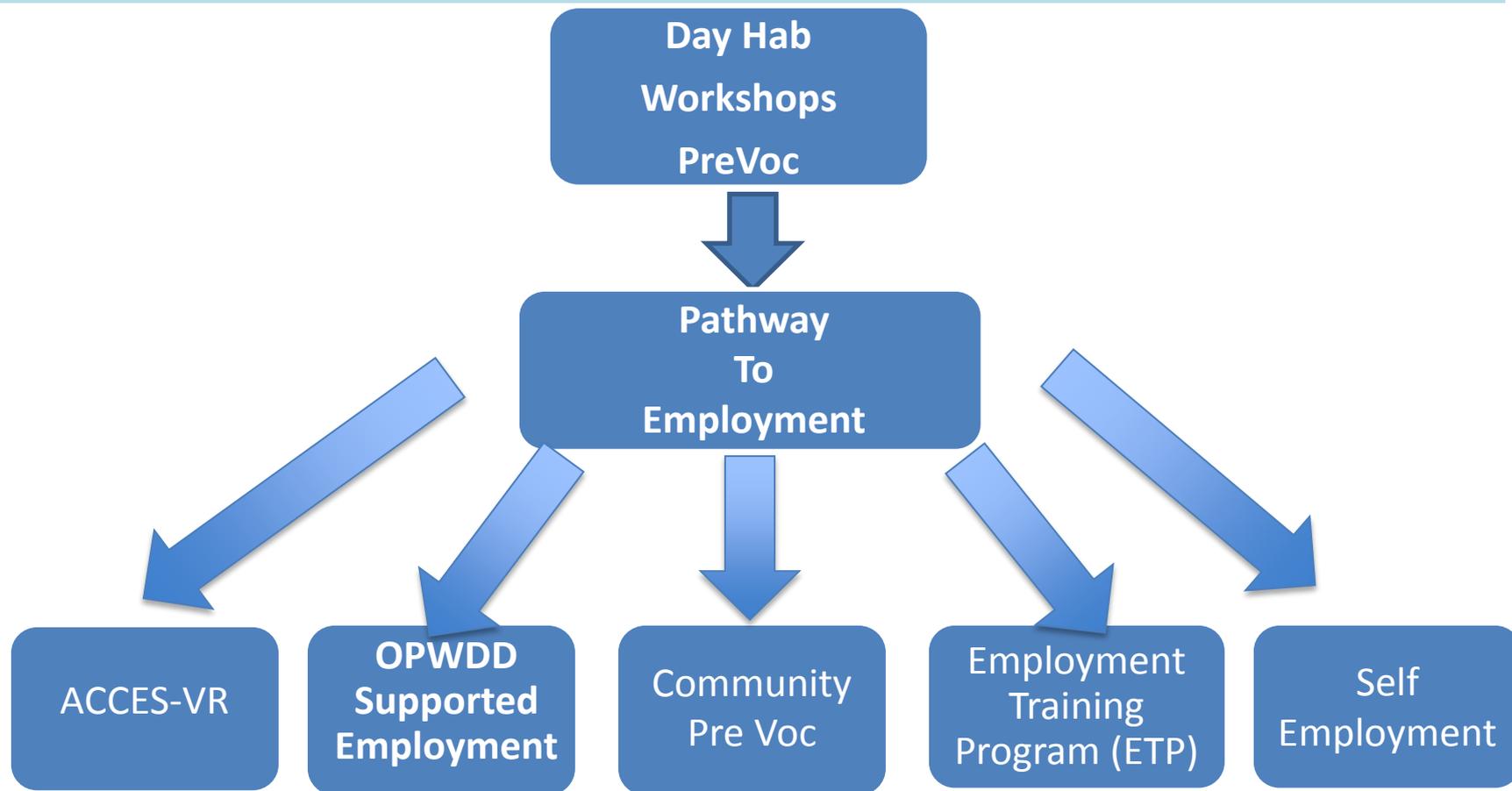
11 pm – 3 pm Attend the workshop or day hab program

****Pathway activities in red.**





The Road to Employment





Pathway to Employment Rollout

June-Sept: Provider Trainings

October: Enrollment

Oct-Dec: Continue Provider Trainings

MSCs will start getting request for updates to ISPs



Enrollment

- Same as any other HCBS Waiver Service
- ISP must be amended
- Pathway to Employment Provider will have to do a Hab Plan
- Enter individual in Choices or submit DDP1



Amending ISP

Duration 365 days or 278 hours



Impact of Employment on Benefits

Medicaid

SSI

SSDI

Food Stamps

Medicaid Buy-In Program

Medicaid Buy-In Program for Working People with Disabilities

The Medicaid Buy-In program offers Medicaid coverage to people with disabilities who are working, and earning more than the allowable limits for regular Medicaid, the opportunity to retain their health care coverage through Medicaid. This program allows working people with disabilities to earn more income without the risk of losing vital health care coverage.



Who is eligible? For Medicaid Buy-In

To qualify for the Medicaid Buy-In program for Working People with Disabilities you must:

- Be a resident of New York State;

- Be at least 16 years of age (coverage up to 65 years of age);

- Have a disability as defined by the Social Security Administration;

- Be engaged in paid work (includes part-time and full-time work);

- Have a gross income that may be as high as **\$59,388** for an individual and **\$79,692** for a couple; and

- Have non-exempt resources that do not exceed the Medicaid resource level of \$20,000 for a one-person household and \$30,000 for a two-person household.



Impact of Work on SSI

If you get a job making \$8.00 per hour and you work 4 hours per week, earnings are \$128 per month

Monthly Earned Income would be	\$ 128
Subtract two exclusions totaling	\$ 85.00
(General disregard \$20, Earned Income Disregard \$65)	<hr/>
	\$ 43

Disregard another 50% of earned income	x 50%
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Countable wages are:	<hr/>
	\$ 21.50

If your SSI amount is:	\$ 721.00
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You subtract your countable wages from that amount:	- 21.50
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Your SSI check would then be:	<hr/>
	\$ 699.50

Plus...income from job:	128
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Your total monthly income is now:	<hr/>
	\$ 827.50



Impact of Work on SSI

If you get a job making \$8.00 per hour and you work 15 hours per week, earnings are \$480 per month

Monthly Earned Income would be	\$ 480
Subtract two exclusions totaling	\$ 85.00
(General disregard \$20, Earned Income Disregard \$65)	<hr/>
	\$ 395

Disregard another 50% of earned income	x 50%
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Countable wages are:	<hr/>
	\$ 197.50

If your SSI amount is:	\$ 721.00
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You subtract your countable wages from that amount:	- 197.50
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Your SSI check would then be:	<hr/>
	\$ 523.50

Plus...income from job:	\$ 480
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Your total monthly income is now:	<hr/>
	\$ 1,003.50

That is \$282.50 more per month!



Impact of Work on SSI

If you get a job making \$8.00 per hour and you work 30 hours per week, earnings are \$960 per month

Monthly Earned Income would be	\$ 960
Subtract two exclusions totaling	\$ 85.00
(General disregard \$20, Earned Income Disregard \$65)	<hr/>
	\$ 875

Disregard another 50% of earned income x 50%

Countable wages are:	<hr/>
	\$ 437.50

If your SSI amount is: \$ 721.00

You subtract your countable wages from that amount: - 437.50

Your SSI check would then be:	<hr/>
	\$ 283.50

Plus...income from job: \$ 960

Your total monthly income is now:	<hr/>
	\$ 1,243.50

That is \$522.50 more per month!

Other Work Incentives

Impairment Related Work Expenses

Out of Pocket expenses for items and services that related to the individuals disability that are needed in order for them to work (i.e. paying someone to drive you to work because you can't travel on your own do to the disability).

Plan to Achieve Self Support- Income can be set aside for expenses that will help in reaching the goal of employment.



What Happens if You Lose the Job

If you are eligible for Medicaid to remain eligible for SSI and cash benefits begin again without having to reapply if earnings are reduced.

If a person earns enough for cash benefits to end completely, if they lose their job within 5 years they can start getting SSI benefits again.



Medicaid and SSI

If I am getting SSI checks along with Medicaid coverage and I begin working and earning enough money to stop the SSI checks, will I also lose my Medicaid coverage?

Currently, if you receive SSI payments and begin earning enough money to stop SSI cash payments, you may still be able to keep Medicaid coverage under a federal work incentive program known as 1619(b). A working person with a disability in New York State in 2014 may have up to \$44,657 in income before losing Medicaid coverage.

Impact of Work on SSDI

- During the Trial Work Period which is 9 months, an individual can earn up to \$770 a month and still receive SSDI benefits.
- After the Trial Work Period, the Extended Period of Eligibility begins. For 36 months an individual can earn up to \$1,070 and still continue to receive SSDI benefits.
- After 36 months of earning more than \$1,070 a month, SSDI benefits will end
- A person could work up to 30 hours a week (\$960 a month) and still receive their SSDI benefit
- Expedited Reinstatement- If an individual loses their job within 5 year, they would start receiving SSDI benefits again and would not need to reapply.



Benefits Advisement

Social Security offers several incentives to allow person with disabilities to earn wages, maintain medical benefits and often financial benefits, as well. Also the Department of Labor One Stop Offices. The following is a list of resources:

- New York Makes Work Pay Initiative 1.888.224.3272 Voice and 1.877.671.6844 TDD
- SSA Publication No. 64-030, The Red Book can be found at <http://www.social security.gov/redbook>
- The New York Region's Work Incentives Network (WIN), <http://www.ssa.gov/ny/win-intro.htm>.



ADMINISTRATIVE DETAILS

ADM to FOLLOW
VC will be scheduled



Thank You!

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REFERENCE AND
ADDITIONAL
RESOURCES



Direct Service Definitions

Job Readiness Training is training a participant receives to prepare them to seek or obtain employment, and to keep their jobs once they are hired (i.e. resuming building, mock job interviews, goal setting, work ethics and behaviors, basic computer skills, work place communication, dressing for success, etc.).

Resources:

- Employment Training Program (ETP) Job Readiness Curriculum (See Module 1)



Direct Service Definitions

Job Coaching - training tailored to the needs of the employee including job analysis to identify job duties, assistance in learning work-related tasks and routines, providing support (to the employee and employer) such as advocacy, disability awareness-building, job adaptations, social support, problem-solving, and the development of natural supports, etc). Examples of job coaching strategies include:

- Instructional prompts
- Verbal instruction
- Self management tools
- Developing job
- Role play
- Physical assistance
- Fading supports
- Coworker modeling
- Written Instruction
- Individualized reinforcement



Direct Service Definitions

Travel Training - training designed to teach individuals how to travel safely and independently on public transportation (including buses, walking, subway, Para-transit, etc.)

Stress Management Instruction – training on methods to identify stressors and develop effective coping mechanisms to respond to stressors. Examples include assertive communication, guided imagery, breathing techniques and active problem solving.



Direct Service Definitions

Social and Interpersonal Skill Building –

instruction related to communication skills, requesting assistance, developing and maintaining relationships, problem solving, manners in the workplace, listening, understanding the work culture, etc.

Examples of Social and Interpersonal Skills training strategies include:

- Classroom and individual instruction
- Educational activities
- Role playing
- Counseling
- Modeling



Direct Service Definitions

Vocation Observation and Assessment involve observing the person doing various tasks, and assessing the person's skills related to employment. Examples of these activities include:

- Interviewing an individual to obtain information about their vocational skills
- Goals and support needs
- Observing an individual in both vocational and non-vocational settings to assess potential employment skills and interests
- Reviewing records and information regarding prior volunteer or vocational experiences that can be used to identify possible employment interests
- Administering test or performance reviews that provide information on employment skills
- Etc.



Direct Service Definitions

Situational Observation and

Assessment - involves observation and assessment of interpersonal skills, work behaviors and vocational skills through practical hands-on, community-based volunteer and/or work experiences in order to determine the core job competencies, related work skills, coworker/public social skills and duties required of a skilled worker and then comparing the actual performance of the individual being assessed, etc. On average, each person will participate in at least 4 community-based volunteer/work experiences.



Direct Service Definitions

Job Related Discovery - involves a comprehensive analysis of the persons history, interviews with family, friends and staff, observing the person performing work skills and career research in order to determine the person's career interests, talents, skills and support needs.

Career Exploration – Examples of career exploration include visits to job sites in the community to learn more about various careers, interacting with employees on those job sites to learn about the various types of skills needed to be hired in that given field.



Direct Service Definitions

Experiential Learning - Identifying specific career goals for an individuals and the skills that will be needed in order to successfully achieve such goals; developing job shadowing, job clubs, worksite visits, work tryouts, and other opportunities that enable an individual to try different experiences in the community that develop the skills needed to successfully achieve career goals, etc.

Community Experiences are developed and accessed through volunteer opportunities, paid or unpaid internships, mentorships, apprenticeships, job placement or other job exploration modalities. The purpose of community experiences are to identify the various environmental factors, task skills, interpersonal skills, training, physical skills, etc. needed to be successful in employment.



Direct Service Definitions

Assessment for Use of Assistive Technology –

involves assessing various assistive technology resources (if needed) to choose which tools work best to increase independence in the workplace.

Transportation to and from such community

experiences involves the time that the service provider spends transporting individuals to community experiences.

Benefits Management

- staff will assist the person who is seeking employment in assessing their financial needs and the potential impact of wages on their current benefits. Staff and Service Coordinators may provide job seekers and their families with social security resources and advice. Social Security offers several incentives to allow person with disabilities to earn wages, maintain medical benefits and often financial benefits, as well.



Direct Service Definitions

Career/Vocational Planning - Once an employment goal has been chosen, a plan should be made to assist the person in achieving his or her goals. The plan should clearly outline all the steps that need to be taken in order for the person to gain the skills, experience and knowledge needed to be successful in their identified careers.

Customized Job Development - Customized employment is a process designed to personalize the employment relationship between a job candidate and an employer to develop employment opportunities that match between the person's strengths, work conditions and interests as well as the identified business needs of an employer. Customized Employment is an individualized approach to employment planning which often involves:



Direct Service Definitions

Planning for Self-Employment involves planning for self-employment, including identifying skills that could be used to start a business, and identifying business training and technical assistance that could be utilized in achieving self-employment goals.



Indirect Service Definitions

Limited to 60 hours of billable indirect service time

Observation, interviews and assessment

of an individual's interactions and routines at home, in the community, and within other services or programs that could translate into employable skills. Complete worksheets for each activity.

Development of community experiences

through volunteer opportunities and work experiences. Services may include contacting and meeting with businesses and/or non-profits personnel to develop opportunities.



Indirect Service Definitions

Limited to 60 hours of billable indirect service time

Preparing the Pathway to Employment

Discovery Packet including the worksheets for each activity, planning tools, career interest assessments and planning tools.

Preparing the Pathway to

Career/Vocational Plan is completed by the Supported Employment Management. The plan is a synthesis of all the worksheets and planning tools. The person and their support team contribute to the creation of the Career/Vocational Plan.