

Supported Employment Workgroup – Meeting #1

9:00 – 11:00 AM
July 12, 2023

Meeting Attendance

Organization	Representatives
WSU CEI	Carri McMahon
Cottonwood CDDO	Angela Levy
Johnson County Developmental Supports	Angeline Anderson
Starkey	Becca Manahan
N/A	Beth Orth
Sunflower	Cheryl Laaker
Self Advocate Coalition of KS	Colin Olenick
Mosaic	Denise Thomas
KU Center on Developmental Disabilities	Evan Dean
KDADS	Mark Dietzler
N/A	Lisa Mills PhD
Disability Rights Center	Mike Burgess
KDADS	Mitzie Tyree
Cottonwood	Phil Bentzinger
N/A	Stephanie Coleman

Welcome/Introduction

Agreements Suggested:

The group added the following to the suggested agreements:

- Be respectful even if you disagree
- Focus on the waiver(s) for this workgroup's effort.
There are no stupid questions so ask. We come from a diverse background with different exposures.

Workgroup Background

Mitzie & Carri shared information about the workgroup background and formation process.

Questions from the workgroup:

- (Comment) I think the first come for serve aspect of selecting group members was probably not the most productive way to get most experienced folks together.

Purpose & Resources

Carri shared information about this specific group’s purpose and the resources provided and reviewed the regulation language together.

Discussion

What does work about Supported Employment in Kansas now?	What doesn't work about Supported Employment in Kansas now?
<ul style="list-style-type: none"> • Job market is good • Recent legislation that provides tax breaks for employers (up to 50% of wages up to \$15/hr) • Pockets where supported employment is working <ul style="list-style-type: none"> ○ Because of how those providers interpret billing guidance (+1) • Braiding of services • Providers are offering despite barriers • Pre-ETS with VR is working • Work based summer learning (two locations) • Project Search 	<ul style="list-style-type: none"> • Ambiguity between what VR & KDADS pay for – VR doesn't pay for discovery, would be good to add to Waiver • Fewer programs, providers than in the past, less funding/training • Gap between VR and HCBS access • Rate is low – impacts staffing (+1) • People work themselves off services/off the waiver = disincentivizes offering service • Confusion about what service is, what's allowable • Communication when braiding services • Provider credentialing isn't worth effort for reimbursement rate • Lack of long term job support • Lack of awareness of employment as a service option. Covered in school, but not emphasized when transition to Waiver, not covered in PCP process • Braiding of services

What do you want Supported Employment Services to do for Kansans?

- Employees and employers feel supported
- Support individuals to live their best life by giving them purpose and a sense of value. Encourage independence and self value.
- Help all Kansans no matter their ability or level of support needed find employment.
- Services start early – in school. Opportunity for people to explore interests, what they're good at, what they want to do. Continued support after school

- Supported employment is the standard services, not the exception.
- Career development – ABC – any job, better job, career
- Families encourage and support their children to work and pursue goals.

What do you like about what other states offer?

- Reimburse per hour the person works.
- Group supported employment.
- Ongoing job support – maintenance & growth support
- Innovation other states have – assistive technology.
- Job coaching and training from a natural support

What are the barriers to using supported employment now?

- Ambiguity in service definition
- Reimbursement rate
- Lack of providers (perhaps due to the items above)
- Transportation
 - I liked that transportation was included in the service description in at least one of the states KDADS looked into.
 - This might be a key barrier – Johnson County has good transportation and it's still a problem (+2)
- Having to request units of service, conflict with MCOs about the amount of service.
 - Ambiguity in service definition language
- End goal - Policy that works to achieve good outcomes.
- Clarify exception process for HCBS access – what is required.
- If SE rates are adjusted, will capitation rates be impacted? If not (or even if the capitation rates are increased), how can state incentivize MCOs to focus on increasing competitive integrated employment outcomes? Suggest looking at other managed care states' approaches including Pay-for-Performance.
- Supporting individuals not just when a supervisor changes but keeping in contact with them about wanting to move jobs within company or help going after a position within a company.

What else should KDADS keep in mind?

- Provider transformation opportunities – supporting providers to make transition to providing more employment focused services.
- Make sure have safeguards to ensure people are progressing to true integrated, competitive employment.

Other resources that would be helpful?

- Employment First slides
- Steven Hall roadmap to employment

Wrap Up

Things to do prior to the next meeting:

- Mitzie & Mark will see whether the Employment First slides can be shared with the group.
- Carri will add the Steven Hall Roadmap to Employment to the workgroups resource documents.

Next meeting:

- Carri will send a Doodle Poll to help find a date for the next meeting.