

# Thinking Outside the Box: States' Journey in Using American Rescue Plan Funding to Increase Competitive, Integrated Employment

**National Community of  
Practice (CoP) series**

*October 11, 2022*



# Thank You for Joining us for Today's National Community of Practice Webinar

Our program will begin promptly at 3:00 p.m. EST. Until then,  
please sit back and enjoy the music!

# Thinking Outside the Box: States' Journey in Using American Rescue Plan Funding to Increase Competitive, Integrated Employment



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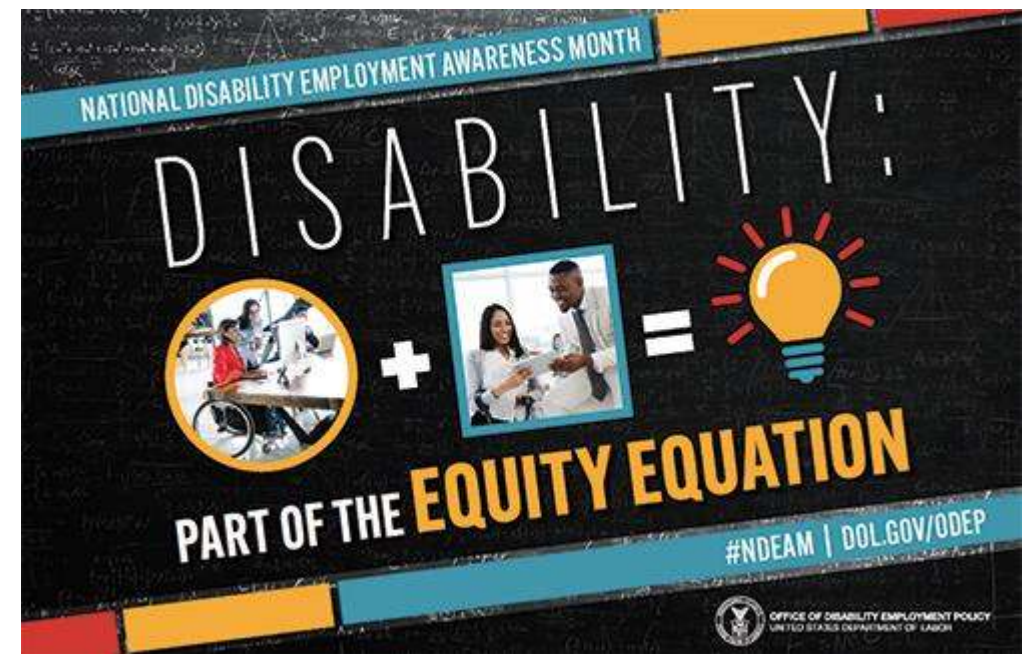
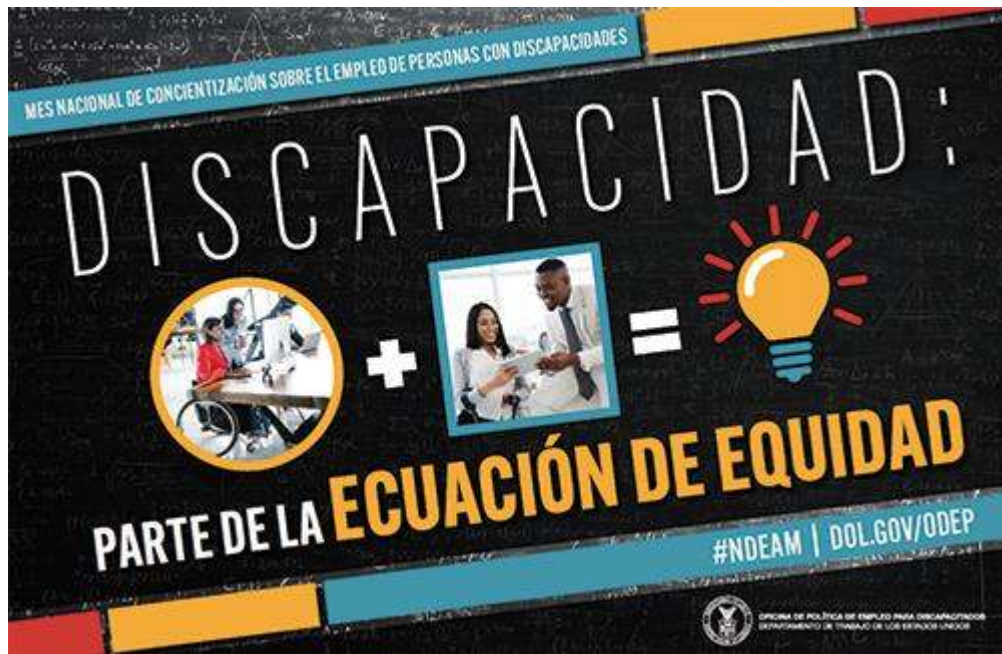
# Maximizing Your Webinar Participation:

## *Zoom Tips*

- **Audio Settings:** You can change your [audio settings](#). You can also click the upward arrow (^) next to the microphone icon at the lower-left of the Zoom window to change your speaker.
- **Captioning:** Available in a separate browser window by clicking the link to the [following page on Captioned Text](#).
- **Questions:** If you have a question for today's presenters, please type it in the Q&A box at any time during the presentation. You do not have to wait for the Q&A discussion to begin. Open the Q&A window, type in your question, and then press "send." You can also include questions in the chat box. You will receive a reply back via text in the Q&A window or the question will be answered live.

# National Disability Employment Awareness Month (NDEAM)!

**Celebrating the contributions of America's workers with disabilities past, present and future!**



# Agenda

- Welcome
- Tennessee Department of Intellectual and Developmental Disabilities
- Georgia Department of Behavioral Health and Developmental Disabilities, Division of I/DD
- Wisconsin Department of Health Services, Division of I/DD
- Question and Answer Session



# Brief Speaker Introductions

**Jay  
Camperlino**



**Christine  
Gudgin**



**Robyn  
Slocum**



**Curtis J.  
Cunningham**



# Tennessee Department of Intellectual and Developmental Disabilities

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# Medicaid Alternative Pathways to Independence (MAPs)



**By: Jason Camperlino**

**DIDD - Tennessee**

**10-11-2022**

**I. Program  
Creation**

**II. Project  
Goals**

**III. Target  
Populations**

**IV. Plan for  
Sustainability**

# MAPs PROGRAM CREATION

- ❑ **MAPs** began with a **VISION**.....Tennessee and DIDD knew that traditional LTSS were costly, and, at times, invasive on the individual receiving supports. By prioritizing **EARLY** intervention, could we offer alternative supports for individuals in the communities of Tennessee and prevent learned dependency on LTSS?
- ❑ The ***Division of Program Innovation*** through the State of Tennessee's ***Department of Intellectual and Developmental Disabilities*** created this vision for the MAPs program and launched this initiative.

[Program Innovation \(tn.gov\)](http://tn.gov)

- ❑ **1-31-2022** Governor Bill Lee released his State's FY 2023 budget including 100% State Appropriations from **American Rescue Plan Act** for the Medicaid Alternative Pathways to Independence (MAPs) program which would support *1250* Individuals Statewide. Each person supported would have access to an annual budget of *\$20,000.00* for services and supports for 3 years.
- ❑ Tennessee General Assembly approved the proposed budget in **April 2022**.
- ❑ Much of 2022 has been spent developing the specific constructs and program implementation plan. Expected launch is **November 2022**.

# MAPs PROJECT GOALS

- ❑ Offer supports to 1250 Tennesseans with intellectual and/or developmental disabilities to create a vision for their lives and increase their independence at home, at work and in the community.
- ❑ Produce a Long-Term Services and Supports Diversion Program for Transition Aged youth.
  - Develop a service approach that focuses on implementing **Technology-Based Solutions and Employment Innovations:**
    - Incorporate 3 Program Outcomes (Independence at **Work**, Independence and **Home** and Independence in the **Community**).
  - Incentivize Milestone Completion promoting provider efficiencies and achievements (**Value-Based Payments**).
  - Fade out of services after 3-years of supports leaving the person-supported with knowledge on implementing the **Virtual Community Resource Map (VCRM)** for continued community engagement.
- ❑ Incorporate MAPs principles into current LTSS programs and prepare for MAPs version 2.0

# MAPs TARGET POPULATION



[https://youtu.be/i\\_7AOi0T8cs](https://youtu.be/i_7AOi0T8cs)

- ❑ Transition-age youth during their last three years of high school.
- ❑ Individuals who have already left high school.
- ❑ Individuals who are waiting for services from—or may apply in the future for—the Employment and Community First CHOICES LTSS program.

- ❑ Ensure program success by partnering with Organizations who have demonstrated competencies in DIDD's Pillars of Transformation and execute contract agreements.
  - Employment First
  - Technology First
  - Person-Centered Thinking, Planning and Practices
- ❑ Identify metrics to measure success in LTSS Diversion and Milestone Achievement through identified curriculum.
- ❑ Develop and submit CMS waiver amendment to include MAPs as a recurring program for transitional age youth through DIDD.

# Medicaid Alternative Pathways to Independence (MAPs)

[TN.GOV/DIDD/MAPS](https://www.tn.gov/didd/maps)

[Jason.Camperlino@tn.gov](mailto:Jason.Camperlino@tn.gov)

*Questions and Answers*



# Georgia Department of Behavioral Health and Developmental Disabilities, Division of I/DD

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Georgia  
Department of  
Behavioral Health  
& Developmental  
Disabilities



# Supported Employment Early Engagement Pilot



**Christine Gudgin**  
Supported Employment Manager  
Georgia Department of Behavioral Health &  
Developmental Disabilities

**Robyn Slocom**  
Senior Training & Technical Assistance Manager  
WISE



*This presentation was prepared by The Lewin Group/  
TASH under the Administration for Community Living  
(ACL), Administration on Disabilities (AoD)  
Contract HHSP2332015000881 / 75P00120F37007*

# Overview & Objective

- The focus of this pilot is to provide the opportunity for young adults with intellectual and developmental disabilities (I/DD) who have exited the education system to receive supports for integrated, community-based engagement through a comprehensive range of services to obtain competitive integrated employment (CIE).
- The objective of this pilot is to increase the number of young adults with I/DD in CIE and to closely track pilot outcomes to guide DBHDD in making data-driven decisions to strengthen supported employment services.



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# Pilot Elements

- The following pilot elements were selected to address common reasons for why young adults do not choose to engage in employment services and in turn, do not engage their communities as full and active members after leaving school:
  - Transportation
  - Assistive Technology
  - Enhanced Supports
- Additional pilot component: Revised rate structure for initial and extended SE supports



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# Training & Technical Assistance

- Using the framework that was presented in the ARPA request, SE Team developed a basic outline of the Supported Employment Early Engagement Pilot and utilized DBHDD's Technical Assistant Partners, WISE, in developing a proposal for DCH approval.
- All the pilot elements, rate structures and possible rate amounts were discussed in depth with WISE and SELN when developing some of the key details of pilot.
- Both organizations provided SE team with various rates and rate structures that are in place around the country, potential ideas for Assistive Technology and vendors, how enhanced supports could work, and how transportation supports can be blended.



# Training & Technical Assistance

- Utilizing WISE as our training partner by offering a variety of best practice core competency opportunities to supported employment providers.
- The trainings are geared to different provider technical assistance needs based on field experience:
  - NEXT
  - Plan to Placement
  - Job Developers Cohort
  - WOA 100 and WOA 200
  - Recruit, Cultivate, and Retain
- WISE has also developed a System Navigator On-Demand Learning and Cohort.



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# Contact Information

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# Wisconsin Department of Intellectual and Developmental Disabilities



# *Thinking Outside the Box: States' Journey in Using American Rescue Plan Funding to Increase Competitive, Integrated Employment*

## **WISCONSIN**



## **Wisconsin**

*October 11,  
2022*

**LEWIN GROUP**

**TASH**

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# Wisconsin ARPA HCBS Projects

- **HCBS Rate Reform**
- **Direct Care Workforce**
- Tribal
- **Grants**
- Independent Living
- ADRC Modernization
- Supporting Kids Together
- Assisted Living
- Adult Incident Reporting System

# HCBS Rate Reform

- 5% rate increase for all HCBS providers & Claiming 10% Enhanced FMAP
- Develop a Rate Schedule for Adult HCBS Services
- Fund tiered payment rates for personal care + supportive home care

# Direct Care Workforce

- Staff Stability Survey
- Certification & Registry
- WisCaregiver Connection (IT Platform)
- Career Ladder w/ credentialing, training, & differential MA rates

# Certified Direct Care Professional (CDCPs)

- 30-40 hour asynchronous online course with proctored exam and public registry.
- CY 2023 recruit, train and employ 10,000 CDCPs.
- Marketing Plan leveraging WisCaregiver Career branding.
- CDCPs will receive bonuses for working at an approved HCBS provider or agency
- Workforce website for employer, job seekers and CDCPs.



# Career Laddering

- Ladder to careers in health care management, nursing, and multiple medical fields
- Looks good on a resume when applying to health care jobs and post-secondary education
- Scholarships
- Badging and micro-credentialing including Competitive, Integrated Employment (CIE)
- Low-risk opportunity for career exploration



# ARPA Grants Results

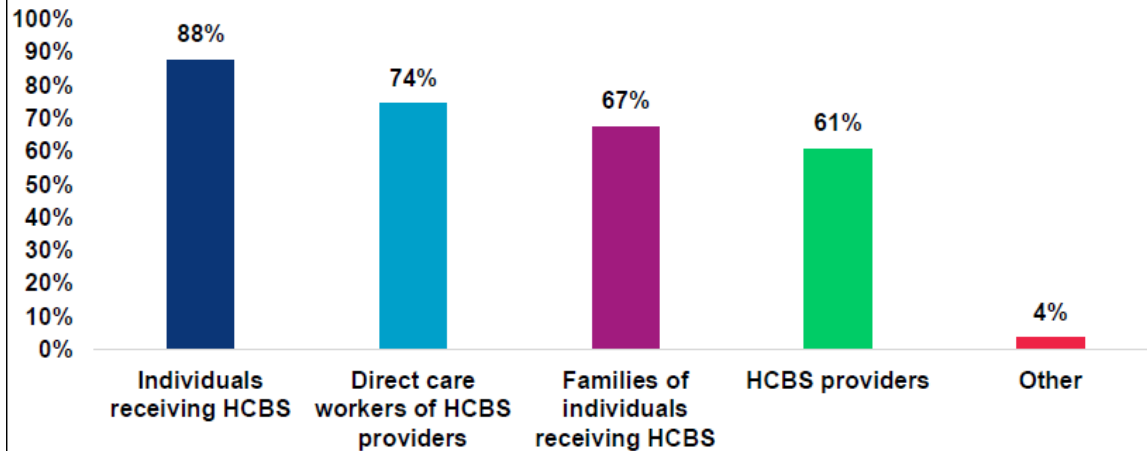
Data is up to date as of: 9/13/22 12:00 am CST

Applications Created	Total Applications Submitted	Cash Amount Requested from Submitted Applications*	Average Cash Amount Requested*
1,151	723	\$213,332,539.15	\$297,534.92

\*Six applications have budgets outside of the allowable limits, exceeding \$2M or of \$0. The 6 applications are not included in the total cash amount or average cash amount requested calculations.

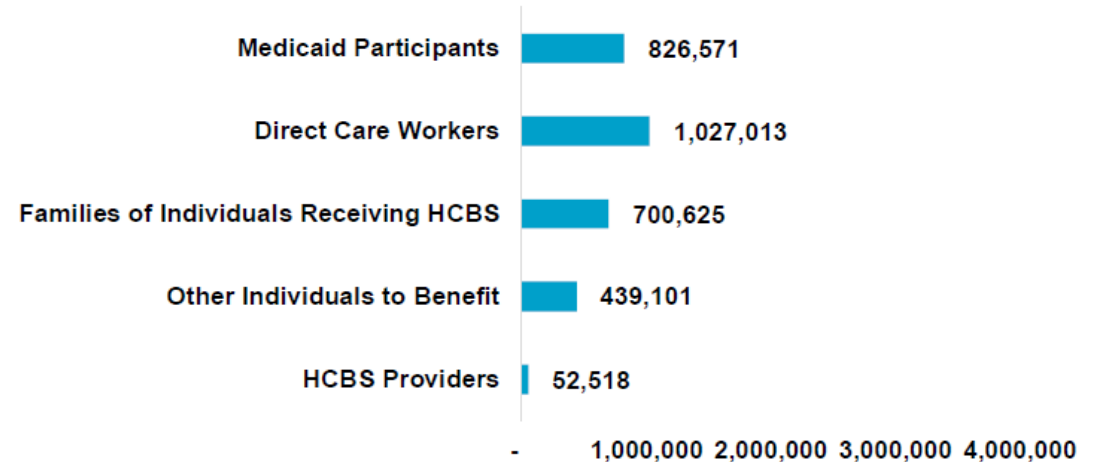
## Submitted Applications by Project Beneficiaries

88% of the submitted applications would benefit individuals receiving HCBS.



## Potential Project Beneficiaries of Submitted Applications

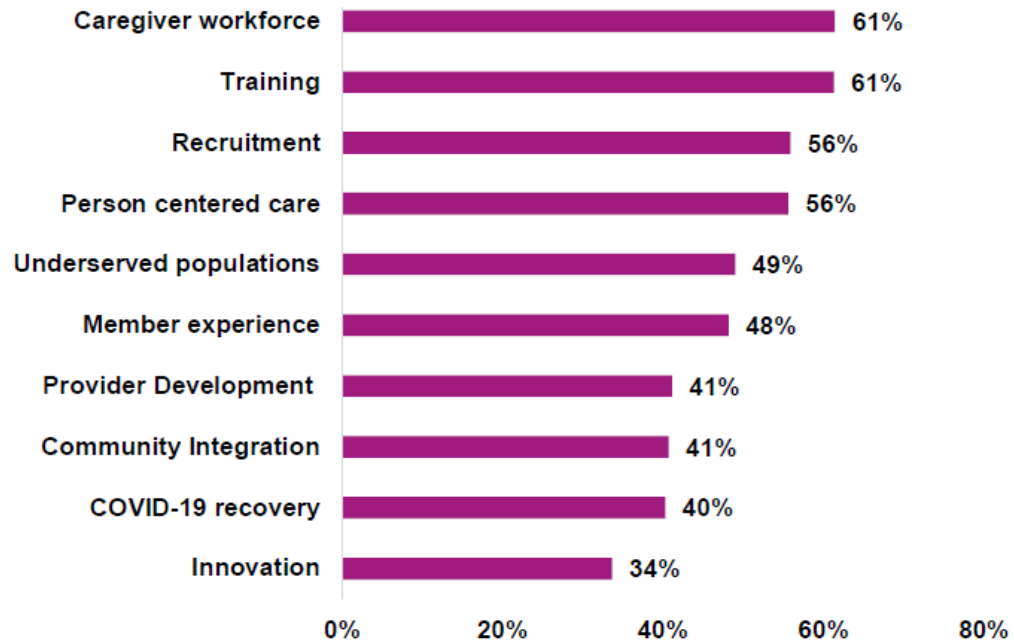
Over 800,000 Medicaid Participants and over 1 million Families of HCBS individuals would benefit from the submitted applications.



# ARPA Grants Results

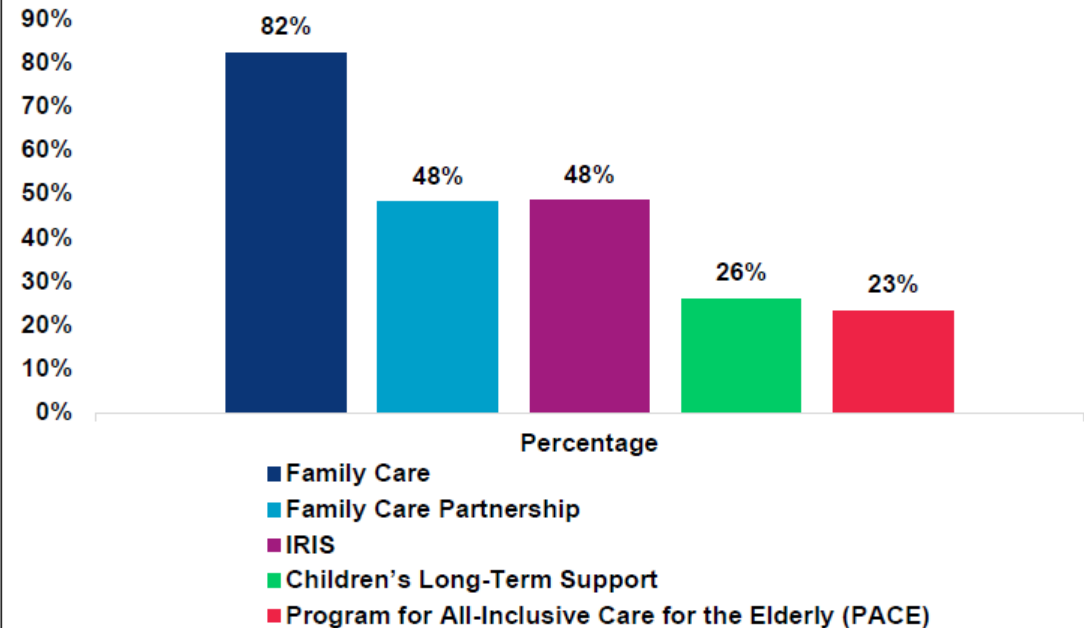
## Top 10 Project Categories

61% of submitted applications address the caregiver workforce and training.



## Medicaid Programs that Would Benefit from Submitted Applications

82% of submitted applications would benefit the Family Care Medicaid program.



# Curtis Cunningham

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# Question and Answer Time!

- We want to hear from you!
- Please type in a question in the chat box and we will assign questions to presenters.



# New Year, New Goals, New Outcomes for Employment

**January 10, 2023: 3:00-4:00 PM EST**

**Register:**

**<https://bit.ly/DETAC-CoP-Jan-10-2023>**



# New DETAC Publications

- **DEI Podcast:** <https://aoddisabilityemploymenttcenter.com/dont-be-perfect-just-be-huge/>
- **DETAC Evaluation Blog:** <https://aoddisabilityemploymenttcenter.com/a-year-in-review-highlights-from-the-2021-2022-disability-employment-technical-assistance-center-summative-evaluation/>

# DETAC offers free technical assistance!

- **Submit your request to the:**  
[on-demand TA request page](#)
- **Reach out by emailing:**  
[AoDEmploymentTA@gmail.com](mailto:AoDEmploymentTA@gmail.com)



# DETAC Contact Information

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