

2024 Employment First Training

IOWA **blueprint**
FOR CHANGE

IBC OVERVIEW AND GOALS



- Disability Innovation Fund – Subminimum Wage to Competitive Integrated Employment
- Offering more CIE supports to the most significantly disabled individuals
 - IPS, CE, Youth Transition Pilots, etc.
- 6 objectives to accomplish over a 5-year time span
- Collective Impact Forum and mentorship

The Updated E1st Guidebook is Here!

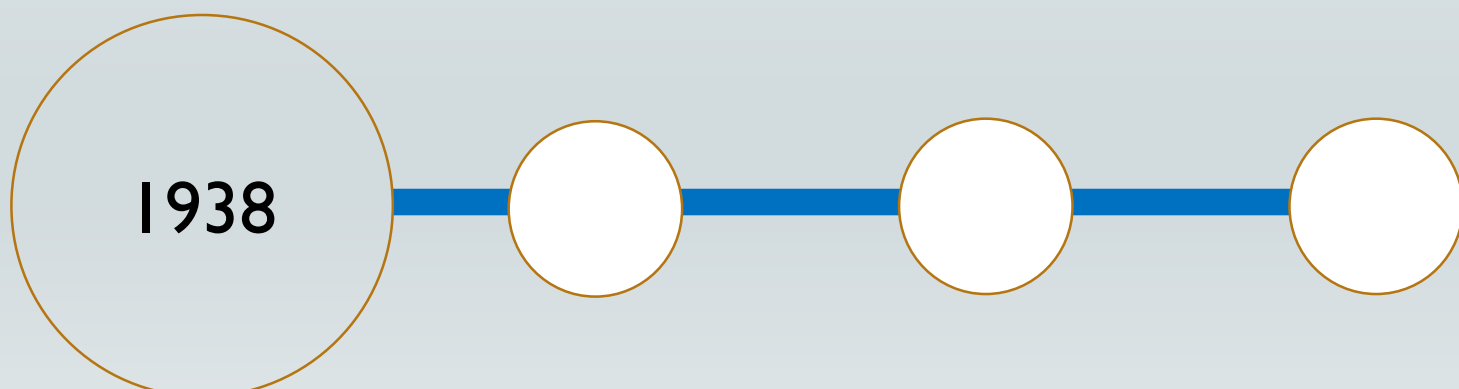
Access The E1st Guidebook



www.iowablueprint.org/e1stguidebook







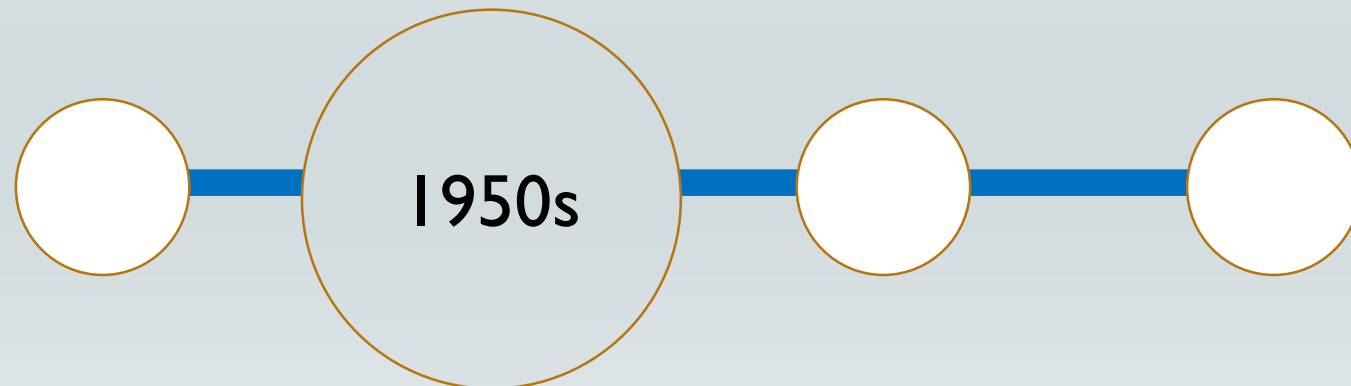


President Roosevelt signed into law the Fair Labor Standards Act (FLSA), which established minimum wage, overtime pay, and child labor regulations in the United States.

1938

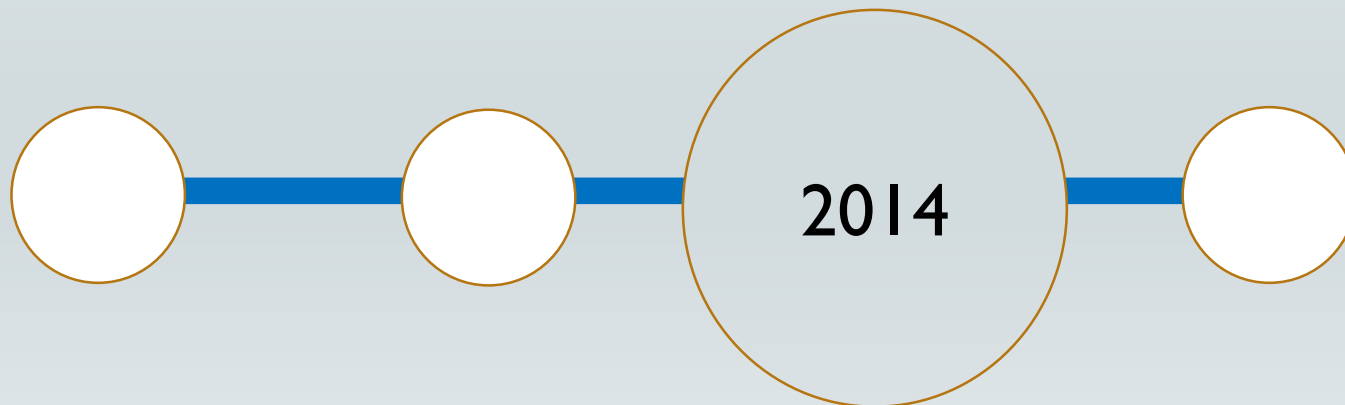


Sheltered workshops were widely used to prevent institutionalization of children with disabilities.



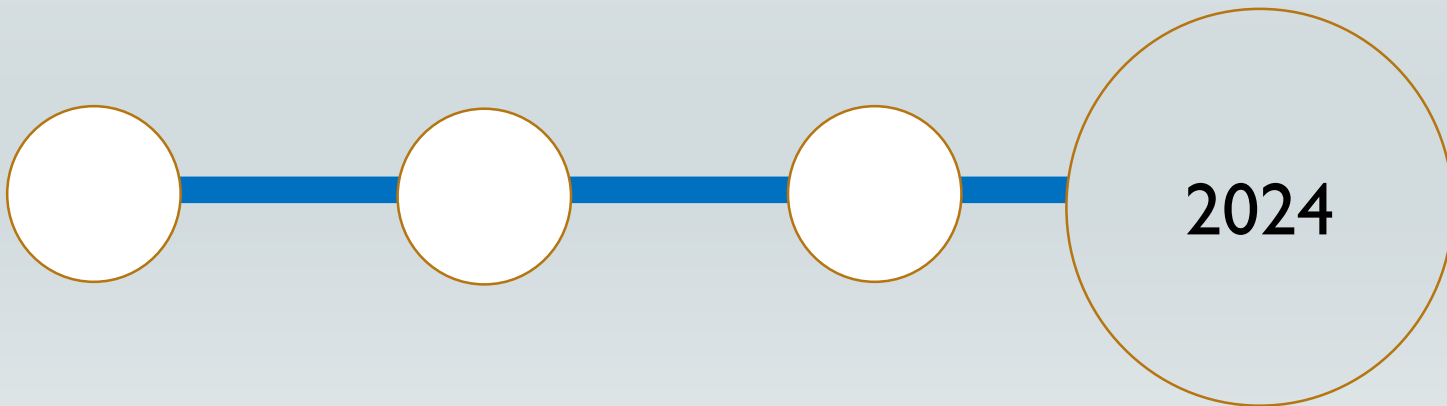


In 2014, the **Workforce Innovation and Opportunity Act (WIOA)** established **Competitive Integrated Employment (CIE)**.





As of December 2023, the Department of Labor reports that five providers in Iowa are still operating under a 14(c) certificate, employing over 200 individuals in SMW.



~~Disability~~



What is CIE?

Workforce Innovation and Opportunity Act (WIOA) defines **Competitive Integrated Employment (CIE)** as work that is performed on a full-time or part-time basis for which an individual is:

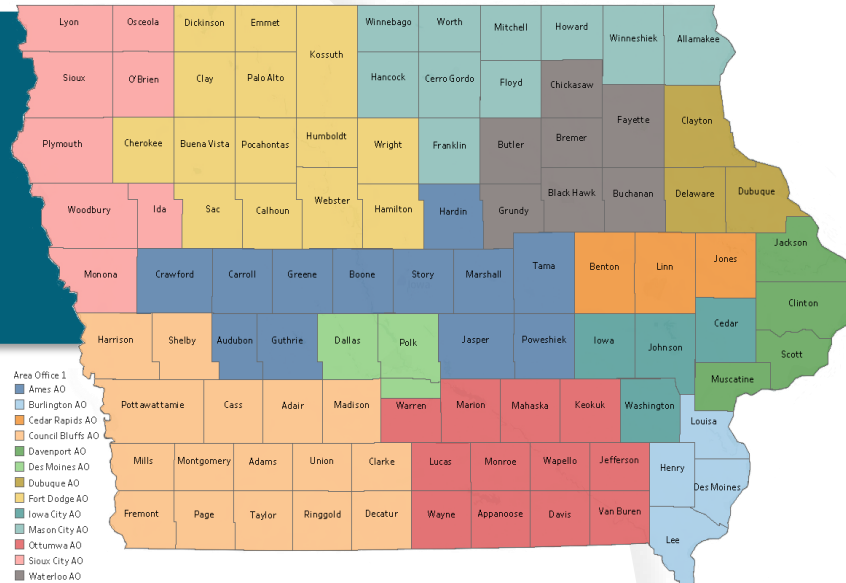
- Compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
- Receiving the same level of benefits provided to other employees without disabilities in similar positions;
- At a location where the employee interacts with other individuals without disabilities; and
- Presented opportunities for advancement similar to other employees without disabilities in similar positions



Iowa Workforce
Development

Vocational Rehabilitation Services

Who is IVRS?

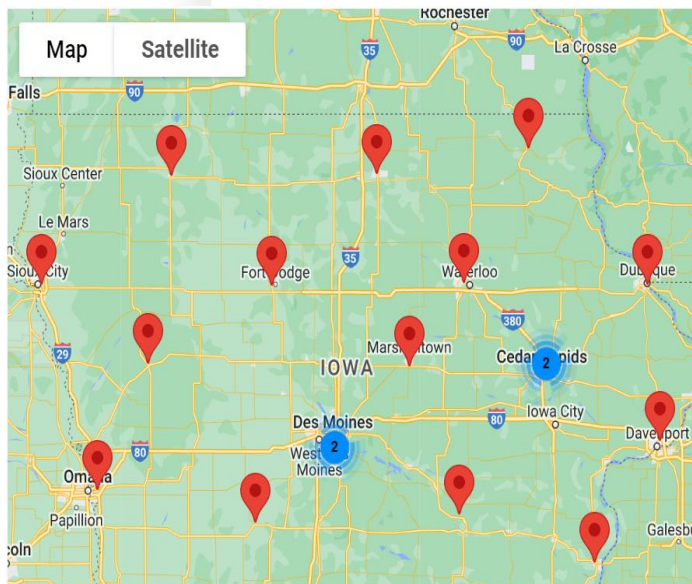


IVRS Mission

“We provide expert, individualized services to lowans with disabilities to achieve their independence through successful employment and economic support.”

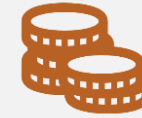
IVRS Vision

To make a positive difference for every person,
one person at a time



Unknown Facts

- **2,000 individuals reaching career goals annually**
- Excellent Return on investment
- Self Sufficiency for individuals with disabilities
- Supporting Iowa businesses with labor market needs
- **Increased employment earnings for individuals with disabilities**
- Assisting transition aged youth with disabilities in reaching their full employment potential
- Facilitate educational and occupational skill attainment for today's workforce needs
- Serving youth with disabilities
- **22,000 individuals active with IVRS**
(data from July 1, 2022 - June 30, 2023)



Services

Evidence Based Counseling and Services Provided:

- Career Counseling
- Assessments
- Labor Market Research and Analysis
- Disability Analysis, Accommodations, and Advocacy Training
- Rehabilitation Technology



- Education and Training
- Job Search and Job Placement Assistance
- Self-Employment
- Supported Employment and Job Coaching
- Benefits Counseling

Services



Mekysha

Customized Employment

1. Customized Discovery
2. Customized Job Development
3. Consultative Employment Supports



Services

Individual Placement & Support (IPS)

1. Career Exploration
2. Job Development – job offer
3. Job Development – 45 days
4. Job Coaching



Brian



Get Connected

Eligibility Requirements

- Disability
- Barriers to employment because of disability
- Need for services to achieve career goal

How to Apply/Refer

- <https://ivrs.iowa.gov/agency-services/apply-services>
- <https://ivrs.iowa.gov/ivrs-office-locations>
- **800-532-1486**



IVRS BUSINESS ENGAGEMENT SERVICES

Presented by Tyler Hansen

LIST OF SERVICES

1. Disability Sensitivity Trainings
2. Consultation Services
 - a. Americans with Disabilities Act
 - b. Ergonomic Assessments
 - c. Disability Friendly hiring practices
3. ADA Guidance and Consultation
4. Reasonable Accommodation
5. Task and Job Analysis for Workplace Efficiencies
6. Pre-Screen Job Candidates

LIST OF SERVICES

7. Creating Work Based Learning Opportunities
8. Information and Guidance on Tax Incentives
 - a. Work Opportunity Tax Credit
 - b. Barrier Removal Tax Credit
 - c. Disability Access Credit
9. On the Job Trainings
10. Externships
11. Job Retention Support
12. Save a Job

TAX INCENTIVES FOR BUSINESS

- **Work Opportunity Tax Credit**

- the maximum tax credit ranges from \$1,200 to \$9,600, depending on the employee hired and the length of employment

- **Barrier Removal Tax Credit**

- Businesses may claim a deduction of up to \$15,000 a year

- **Disability Access Credit**

- non-refundable credit for small businesses that incur expenditures for the purpose of providing access to persons with disabilities maximum of \$10,000

RESOURCES FOR JOB SEEKERS

- Statewide Job Clubs
- Kwik Star Partnership
- Accomodation Implementation
- Creating partnerships with corporations nationally and locally
- Access to a Statewide, Regional, and Local IVRS Team Member

COMMUNITY PROVIDER SERVICES

- Business Engagement Specific Training
- Direct collaboration with the CRP
 - Trainings to businesses partners
 - Regional Training and Support
- Understanding and using LMI

ALIGNMENT

1. Consistent messaging and support statewide to businesses
2. Understanding resources available to Job Seekers, Businesses, and CRPs
3. We work better together!

WHO IS INVOLVED WITH THE IVRS BUSINESS ENGAGEMENT?

1. Business Engagement Manager
 - a. Statewide
2. Disability Workforce Coordinators
 - a. 1/2 of the State
3. Area Office Business Engagement Liaisons

CONNECT



Email: tyler.hansen@iowa.gov

Cell: 515-805-5597

Address: 1000 East Grand Avenue Des Moines, IA 50319



**Iowa Workforce
Development**

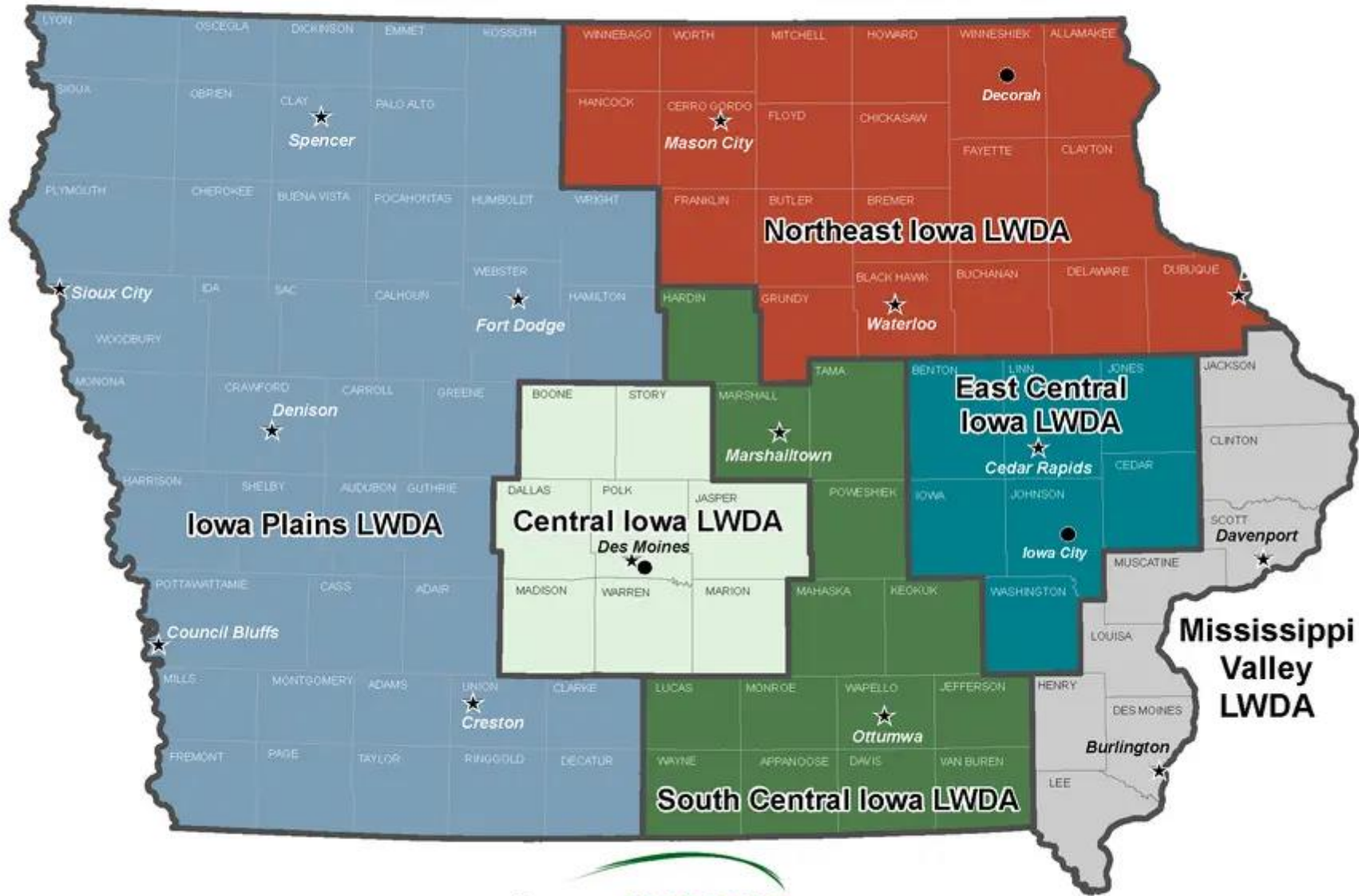
Vocational Rehabilitation Services

IWD Overview

- American Job Centers (AJCs) also known as IowaWorks
 - <https://workforce.iowa.gov/contact>
 - **VISION:** To create, enable and sustain the most future ready workforce in the nation.
 - **MISSION:** Serving Iowans.
- Iowa has 6 Local Workforce Development Areas (LWDAs)
 - <https://workforce.iowa.gov/employers/boards-and-partnerships/workforce-development-boards>

Local Workforce Development Area Map

★ IowaWORKS Center ● IowaWORKS Satellite Office



AJC Services

Registration

- www.iowaworks.gov

Basic Career Services

Individualized & Training Services

Basic Services

- Self-directed job searching activities
- Job referrals
- Labor Market Information (LMI)
- Job search assistance
- Career planning
- Referrals to more intensive services
- Referrals to partner agencies
- Work Readiness Workshops

Individualized & Training Services (Title I): 3 Eligible Groups

- Dislocated Workers (DW)
 - Loss of job/no-fault
 - Unlikely to return
 - No household income limitations
- Low-Income Adult (Adult)
 - Non-DW
 - Eligible for other income-based services (FIP, SSI and/or SNAP)
 - Review last 6 months income (household)
 - Persons with a Disability = Household of 1.
- Youth
 - Age 14-24
 - Experience Barriers
 - Basic Skills Deficient
 - Low Income
 - Disability
 - Ashley Sinnwell-Youth Program Coordinator
 - YouthServices@iwd.iowa.gov

Individualized & Training Services

- Training Assistance
 - Both Short-Term and Long-Term (Up to 2 years)
 - In Demand Fields
 - Cost of Tuition, Books and Fees
- Supportive Services
 - Transportation
 - Childcare
 - Other needed services
- Placement Assistance
 - Job Search
 - Job Development
 - 12 months of follow-up
- For questions about Individualized & Training Services contact your local offices.
 - <https://workforce.iowa.gov/contact/program-contacts>

SARA BATH

(515)725-3643

SARA.BATH@IWD.IOWA.GOV



Ticket to Work

BUSINESS ENGAGEMENT DIVISION

- ▶ Effort to "streamline" services to employers.
- ▶ Business Engagement Division began 9/1/2022
- ▶ Provides coordinated and effective services to employers across the state.
- ▶ Employer-facing members of IWD.
- ▶ Part of larger local Business Services Team
- ▶ Division's Focus and priorities:
 - Work-Based Learning
 - Registered Apprenticeships
 - Persons with Disabilities
 - Among others

BUSINESS ENGAGEMENT CONSULTANTS (BECS)

- ▶ Understanding the “culture” of the Employers:
 - ▶ Knowledge, Skills and Abilities of positions
 - ▶ Primary Contact(s)
 - ▶ Business Needs
 - ▶ Meaningful Relationships with Businesses
- ▶ Can help facilitate:
 - ▶ Tours
 - ▶ OJTs
 - ▶ Internships/Job Shadows
 - ▶ Placement Opportunities
- ▶ “Connect the Dots”

DISABILITY BUSINESS ENGAGEMENT BUREAU

2 statewide
VR Funded
Disability Workforce
Coordinators

1. Work closely with the BEC's
2. Provide intensive services to create an inclusive workplace where people with disabilities feel belonged and we see increased retention rates
3. Work with IVRS to make placements
4. Will work on behalf of the business while VR will work with the candidates
5. Continue communication with BEC (as the primary business contact)
6. Provide retention services to business as needed & loop VR in if the candidate needs additional services

Employment 1st Benefits Planning

Angela Young, MA, CPWIC

Three Myths

1. If I work I will lose my health insurance.
2. If I work I will have a medical review.
3. If I lose my benefits and then lose my job I will have to reapply for SSI/SSDI

How IVRS can assist

- Career guidance/wage estimates
- Trained benefits counselors to answers questions
- Assistance with reporting changes in earnings to SSA
- Emotional support

What about after my IVRS file closes?

- ▶ Assistance with transferring to an Employment Network for follow up services
- ▶ Set up transition meetings with the Employment Network
- ▶ Partnerships with the following Employment Networks (alphabetical order)

1. American Dream Employment Network
2. Best Buddies International
3. Children and Families of Iowa
4. Frank A. Varvaris and Associates
5. Goodwill of the Great Plains
6. Hawkeye Employment Network
7. Hope Haven of Rock Valley
8. Iowa Works
9. 43 North Iowa



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Assistive Technology

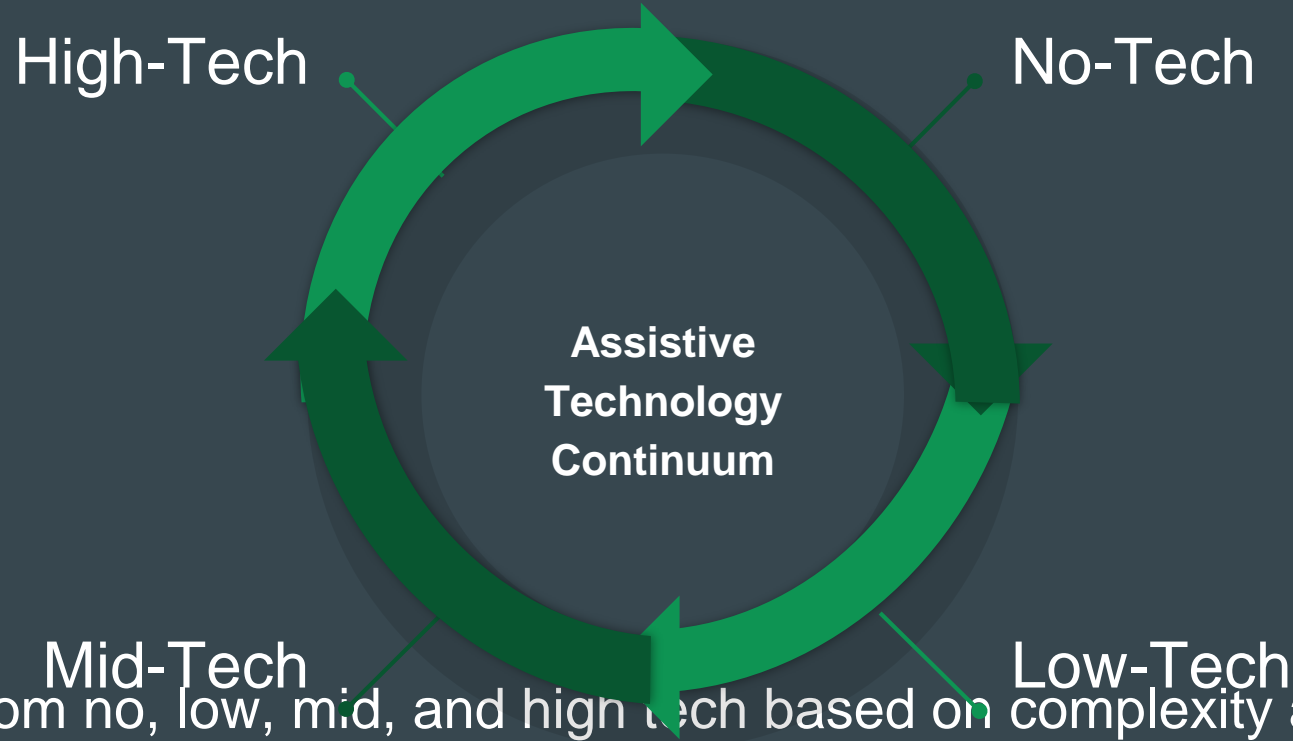
What is Assistive Technology?

Assistive Technology Industry Association (ATIA)
definition:

“Assistive technology (AT): products, equipment, and systems that enhance learning, working, and daily living for persons with disabilities.”

([ATIA Website](#))

The Assistive Technology Continuum



AT solutions range from no, low, mid, and high tech based on complexity and technical training.

Approach possible no-tech options before advancing until an ideal, functional solution is identified

No-Tech Assistive Technology

- **Description:** Solutions involving existing equipment, conditions, or procedures.
- **Examples:** Lamps, flexible work schedules, seating arrangements.
- **Application:** Generally most affordable with no specialized training or significant associated cost.

Low-Tech Assistive Technology:

- **Description:** Refers to simple, non-electronic tools or devices that aid individuals with disabilities.
- **Examples:** Large print books, handheld magnifiers, pencil grips, reachers/grabbers, seat cushion, and non-slip mats.
- **Application:** Generally affordable, minimal training in use, small financial investment.

Mid-Tech Assistive Technology

- **Definition:** Commonly electronic devices with more advanced functions than low-tech options.
- **Examples:** Audio books, electronic calendars, specialized keyboards, voice amplifiers, and basic communication devices.
- **Application:** Though more complex than low-tech, it usually requires minimal training and a higher cost.

High-Tech Assistive Technology:

- 1. Definition:** Generally more complex, often computerized systems providing advanced support.
- 2. Examples:** Speech-generating software, cochlear implants, eye-tracking technology, advanced prosthetic limbs, and environmental control systems.
- 3. Application:** High-tech devices might require significant training, ongoing technical support & maintenance, and a larger financial investment.

IVRS Services and Assistive Technology

IVRS Staff will:

- **Work with job candidate and their support team to explore Assistive Technology as identified by individualized need and vocational goal.**
- **Research what has worked for that individual previously**
- **Explore trial options depending on what is identified.**

(Every person and their individual needs are different. There is no “one size fits all” with AT.)

Examples of Assistive Technology in action

- **Eye gaze technology, Cboard communication website, Fitbit features, text to voice, heated vest, ...**
- **Lastly, how did we determine funding?**



Assistive Technology Resources

[Lending Library - Easterseals Iowa](#)

[Easterseals Product Demo](#)

[ATandMe](#)

[Accessibility in Our Products & Features — Google](#)

[Job Accommodation Network](#)

[Jim's Place AT House](#)

Connect with your local IVRS office!

Thank you for this opportunity!

Kelli Hugo

IVRS Assistive Technology Counselor Specialist MA CRC ACTCP

kelli.hugo@iowa.gov or (641) 954-0357



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The
HIRING CHAIN
performed by
STING

[The Hiring Chain](#)

Jeffrey Lund

Program Manager, Supported Employment

April 2022



Why Employment 1st is important to us



How Wellpoint supports and encourages Employment 1st in Iowa

- Internal community-based case manager (CBCM) training
- Provider supports
- Surveying CBCM on obstacles
- Providing assistance on which supported employment (SE) providers are looking for referrals
- Lunch and Learns on topics such as self employment, benefits counseling, role of Iowa Vocational Rehabilitation Service (IVRS), supported employment, parental view of advantages of employment, and member views of advantages of employment



Contact information

Jeffrey Lund

Program Manager, Supported Employment

Email: jeffrey.lund@wellpoint

Phone: 319-229-5738





provider.wellpoint.com/ia

Coverage provided by Wellpoint Iowa, Inc.

IAWP-CD-062740-24 | July 2024



Employment First

2024

Current Initiatives

- Community-based case managers and Integrated Health Home care coordinators completed a survey about employment to assess training needs.
- All Iowa Total Care long-term services and supports (LTSS) memberships receive quarterly conversations regarding employment.
- Encourage Community Choice Options as an option when providers are limited for members who receive Brain Injury and Intellectual Disability Waiver.
- Present quarterly employment updates to our community-based case managers.
- Iowa Total Care partnered with Des Moines Area Community College to offer scholarships for Direct Support Professional training.
- Provide a pay-for-performance incentive program for providers who support members that obtain employment.
- Employment reporting available to track / review trends.
- Employment Resource Guide – for a quick reference guide, visit Iowa Total Care’s [Job Resources webpage](http://iowatotalcare.com/members/medicaid/resources/job-resources.html) (iowatotalcare.com/members/medicaid/resources/job-resources.html) or scan the QR codes.



Future Initiatives

- Create regional employment specialists within case management teams.
- Discuss employment success stories and provide education on the importance to work on the LTSS Member Stakeholder Advisory Board.
- Continue to collaborate with the state and other agencies on employment first initiatives.
- Add flyers to our community booths.
- Meet with providers to encourage growth in career exploration and supported employment services.

Contacts

- Cathy Helmke – supported employment specialist: catherine.helmke@iowatotalcare.com
- Tori Reicherts – senior manager: Tori.Reicherts@iowatotalcare.com
- Tonya Heiman – manager of LTSS: Tonya.S.Heiman@iowatotalcare.com

For the Community-Based Case Management: Manager Regions map, visit Iowa Total Care's [Territory Maps webpage](http://iowatotalcare.com/territory-maps.html) (iowatotalcare.com/territory-maps.html) or scan the QR code.



Molina Healthcare Iowa Inc.



Introduction

At Molina Healthcare the Employment Specialist engages directly with enrolled members, assisting them with connections to new employment opportunities. The Employment Specialist collaborates with community rehabilitation providers and workforce development programs to establish relationships to identify employment options.

Common barriers to employment

Age

Gender

Race

Lack of affordable housing and utilities

Food insecurities

Lack of experience / education / employment gaps

Substance abuse and mental health

Adverse workplace conditions

Criminal history

Chronic and acute health issues

Lack of transportation

Disability

Childcare

Language barriers

Limited internet access

Transportation

Get 4 one-way rides to foodbanks, grocery stores, farmers markets, Women, Infants, and Children (WIC) appointments, job training and interviews.

Call Access2Care at
(866) 849-2062
to schedule a ride.



It is important to call **2 business days** in advance of an appointment to schedule a free ride.

Caregiver Transportation

Family members and caregivers for our members can get no-cost rides to visit members in a facility setting.

Value Added Benefit

Education and Learning



Pass and
get a \$25
gift card!

High school equivalency diploma voucher

High school equivalency diploma voucher:
Further your education with a free voucher to take
the high school equivalency diploma (HSED) test.

Thank You

Employment Specialist


Inger Hall

inger.hall@molinahealthcare.com

Cell phone # 515-776-8636



Madison Tevlin



Overview of Medicaid Home and Community Based Services (HCBS) and HCBS Funded Employment Services Here

Employment 1st Presentation
July 31, 2024

Overview

- I. Employment First – Iowa's Employment Vision
- II. Home and Community Based Services (HCBS) Funded Employment Services
- III. Individual Placement and Support (IPS) SE
- IV. Resource Sharing HHS and IVRS
- V. Employment Performance Measures
- VI. Resources

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Iowa's Employment Vision

“Employment in the general workforce is the first priority and the expected and preferred outcome in the provision of publicly funded services for all working age Iowans with disabilities.”

Why Focus On Employment?

Employment is an essential part of recovery

Most people want to work

A typical role for adults in our society

Cost-effective alternative to day treatment

Medicaid Funded Employment Services

- HCBS Brain Injury (BI) and Intellectual Disability (ID) Waivers and
- State Plan HCBS Habilitation program
 - * Prevocational Services
 - * Career Exploration
 - * Supported Employment Services
 - * Individual Supported Employment
 - * Small Group Supported Employment
 - * Long Term Job Coaching
 - * Individual Placement and Support (IPS) SE (Hab Only)

Supported Employment

Individual Supported Employment are services provided to, or on behalf of, the member that enable the member to obtain and maintain an individual job in competitive employment, customized employment or self-employment in an integrated work setting in the general workforce.

Long-term job coaching services are provided to or on behalf of members who need support because of their disabilities and who are unlikely to maintain and advance in individual employment absent the provision of supports. Long-term job coaching services shall provide individualized and ongoing support contacts at intervals necessary to promote successful job retention and Advancement

Small-group supported employment services are training and support activities provided in regular business or industry settings for groups of two to eight workers with disabilities

SE: Individual Supported Employment

- Provided to, or on behalf of, the member that enable the member to obtain and maintain an individual job in competitive employment, customized employment or self-employment in an integrated work setting in the general workforce.
- Services are provided to members who need support because of their disabilities.
- Occurs in the member's community in integrated work settings

SE: Individual Supported Employment

- Individual employment strategies include, but are not limited to:
 - Customized employment,
 - Individual placement and support, and
 - Supported self-employment.

SE: Individual Supported Employment

Outcome	The expected outcome of this service is sustained employment, or self-employment, paid at or above the minimum wage or the customary wage and level of benefits paid by an employer, in an integrated setting in the general workforce, in a job that meets personal and career goals. Successful transition to long-term job coaching, if needed, is also an expected outcome of this service. An expected outcome of supported self-employment is that the member earns income that is equal to or exceeds the average income for the chosen business within a reasonable period of time.
Unit of Service / Procedure Codes	One Hour T2018 UC
Reimbursement Methodology	Fee Schedule https://hhs.iowa.gov/media/13836/download?inline
Limitation	Individual supported employment is limited to 60 units per calendar year. The member may be initially authorized for 40 units and an extended authorization for an additional 20 units as needed by the member. Total monthly cost of all supported employment services may not exceed \$3,167.89 per month.

SE: Long Term Job Coaching

Long-term job coaching services are provided to or on behalf of members who need support because of their disabilities and who are unlikely to maintain and advance in individual employment absent the provision of supports.

Long-term job coaching services provide individualized and ongoing support contacts at intervals necessary to promote successful job retention and advancement.

Long-term job coaching services are based on the identified needs of the member as documented in the member's comprehensive service plan. The member is authorized for a monthly tier of service based on the number of hours of direct support and activities on behalf of the member that the member requires each month to maintain their employment.

SE: Long Term Job Coaching

Outcome	<p>The expected outcome of this service is sustained employment paid at or above the minimum wage in an integrated setting in the general workforce, in a job that meets the member's personal and career goals.</p> <p>An expected outcome of supported self-employment is that the member earns income that is equal to or exceeds the average income for the chosen business within a reasonable period of time</p>
Unit of Service / Procedure Codes	<p>SE Long Term Job Coaching</p> <p>Tier 1 = 1 contact/month H2025 U4</p> <p>Tier 2 = 2-8 hours/month H2025 U3</p> <p>Tier 3 = 9-16 hours/month H2025 U5</p> <p>Tier 4 = 17-25 hours/month H2025 U7</p> <p>Tier 5 = 26 or more hours/month H2025 UC</p>
Reimbursement Methodology	<p>Fee Schedule</p> <p>https://hhs.iowa.gov/media/13836/download?inline</p>
Limitation	<p>Long-term job coaching is limited to 40 hours per week and must be reauthorized every 90 days. Total monthly cost of all supported employment services may not exceed \$3,167.89 per month.</p>

SE: Small Group Supported Employment

Small-group supported employment services are training and support activities provided in regular business or industry settings for groups of two to eight workers with disabilities.

Small-group supported employment services are expected to enable the member to make reasonable and continued progress toward individual employment.

Participation in small-group supported employment services is not a prerequisite for individual supported employment services.

SE: Small-Group SE

Outcome	<p>Small-group supported employment services are expected to enable the member to make reasonable and continued progress toward individual employment.</p> <p>Participation in small-group supported employment services is not a prerequisite for individual supported employment services. The expected outcome of the service is sustained paid employment and skill development which leads to individual employment in the community.</p>
Unit of Service / Procedure Codes	<p>15 Min Unit Small Group SE Tier 1 Groups of 2-4 H2023 U3 Tier 2 Groups of 5-6 H2023 U5 Tier 3 Groups of 7-8 H2023 U7</p>
Reimbursement Methodology	<p>Fee Schedule https://hhs.iowa.gov/media/13836/download?inline</p>
Limitation	<p>Small-group supported employment is limited to 160 (15 minute) units per week. Total monthly cost of all supported employment services may not exceed \$3,167.89 per month.</p>

Prevocational Services

Prevocational services include career exploration activities to facilitate successful transition to individual employment in the community.

Participation in prevocational services is not a required prerequisite for individual or small-group supported employment services provided under the waiver or HCBS Habilitation program

The distinction between vocational and prevocational services is that prevocational services, regardless of setting, are delivered for the purpose of furthering habilitation goals that will lead to greater opportunities for competitive and integrated employment and career advancement at or above minimum wage.

A member receiving prevocational services may pursue employment opportunities at any time to enter the general work force. Prevocational services are intended to assist members to enter the general workforce.

Prevocational Services

Members participating in prevocational services may be compensated for work performed in accordance with applicable federal laws and regulations. If a provider chooses to compensate a member for such work, the provider must use non-Medicaid funding such as revenues from a third-party contract to pay the member.

Personal care and assistance may be a component of prevocational services but may not comprise the entirety of the service

Prevocational services may include volunteer work, such as learning and training activities that prepare a member for entry into the paid workforce.

Prevocational services may be furnished to any member who requires and chooses them through a person-centered planning process.

Prevocational Services - Career Exploration

Career exploration activities are designed to develop an individual career plan and facilitate the member's experientially-based informed choice regarding the goal of individual employment.

Career exploration may be provided in small groups of no more than four members to participate in career exploration activities that include:

- Business tours
- Attending industry education events
- Benefit information
- Financial literacy classes
- Attending career fairs

Prevocational Services - Career Exploration

Career exploration may be authorized for up to 34 hours, to be completed over 90 days in the member's local community or nearby communities and may include, but is not limited to, the following activities:

- Meeting with the member and the member's family, guardian or legal representative to introduce them to supported employment and explore the member's employment goals and experiences,
- Business tours,
- Informational interviews,
- Job shadows,
- Benefits education and financial literacy,
- Assistive technology assessment, and
- Job exploration events.

Prevocational Services and Career Exploration

Outcome	<p>Individual employment in the general workforce, or self-employment, in a setting typically found in the community, where the member interacts with individuals without disabilities, other than those providing services to the member or other individuals with disabilities, to the same extent that individuals without disabilities in comparable positions interact with other persons; and for which the member is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.</p> <p>The expected outcome of the career exploration activity is a written career plan that will guide employment services which lead to community employment or self-employment for the member.</p>
Unit of Service / Procedure Codes	<p>One Hour Prevocational Services T2015 Career Exploration T2015 U3</p>
Reimbursement Methodology	<p>Fee Schedule https://hhs.iowa.gov/media/13836/download?inline</p>
Limitation – Career Exploration	<p>Maximum of 34 hours over a 90-day period</p>

WHAT is
*Individual
Placement
and Support?*

IPS supported employment helps people living with behavioral health conditions work at regular jobs of their choosing.

Although variations of supported employment exist, IPS refers to the evidence-based practice of supported employment.

IPS Supported Employment Overview

- 28 randomized controlled trials showed a significant advantage for IPS, with a mean of 56% achieving competitive employment vs 23% for those in the cohort without IPS.
- Medicaid expenditures are reduced by 20-40% for those who work, per various studies

How is IPS Different From Other Types of “Supported Employment”?

Employment is Integrated with
the Mental Health Treatment
Team

IPS is the Employment First
Approach for persons with
Serious Mental Illness

IPS is a Zero Exclusion/ Person
Centered Approach

IPS Early Success!



- A young woman 19 yrs. old @ enrollment
- Had **30+ hospitalizations** d/t serious mental illness **ages 17-19**
- Became employed through IPS, no more hospitalizations!
- Lost her job d/t COVID19, unemployed Mar-Apr-May 2020 and re-hospitalized 3x
- IPS Team helped her get another job May 2020, and she's remained stable in her mental health *and* her job ever since
- She has now bought a car, moved to an apartment on her own, and has improved family relationships
- *This* is the kind of success possible with IPS for all Iowans with SMI who want to work

Eight principles of IPS

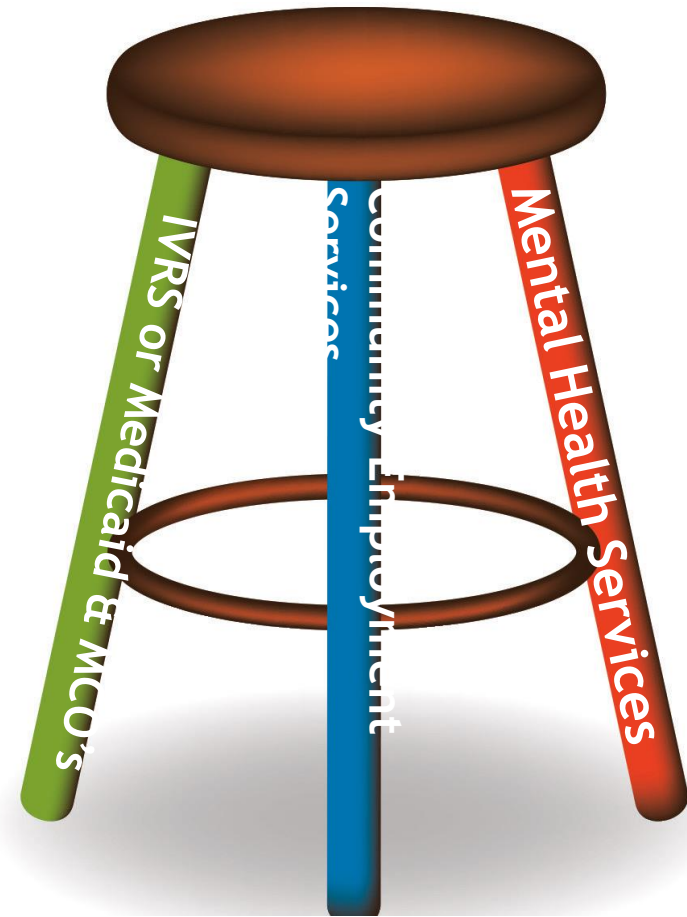
- 1) Integration of employment with mental health treatment (joint treatment team staffing)
- 2) Zero exclusion (no “readiness” required)
- 3) Individual preferences are honored
- 4) Rapid engagement (within 30 days)
- 5) Systematic job development
- 6) Focus on competitive employment (real jobs)
- 7) Proactive benefits counseling
- 8) Time unlimited individualized job supports



3 Legged Stool

Integration of funders (IVRS, Medicaid, MCOs) with Employment Service Provider + Mental Health Team

Ensures that the team adheres to IPS principles, providing the best opportunity for individuals with mental illness to not only find a job but also to continue receiving the job supports that help them to keep the job or advance in their career



SE: IPS SE

Outcome	The expected outcome of this service is sustained employment, or self-employment, paid at or above the minimum wage or the customary wage and level of benefits paid by an employer, in an integrated setting in the general workforce, in a job that meets personal and career goals. Successful transition to long-term job coaching, if needed, is also an expected outcome of this service. An expected outcome of supported self-employment is that the member earns income that is equal to or exceeds the average income for the chosen business within a reasonable period of time.												
Unit of Service / Procedure Codes (Habilitation Only)	<p>Unit of service is One Outcome</p> <table border="0"> <tr> <td>Outcome #1</td> <td>Completed Employment Plan</td> <td>T2018 U3</td> </tr> <tr> <td>Outcome #2</td> <td>1st Day Successful Placement</td> <td>T2018 U4</td> </tr> <tr> <td>Outcome #3</td> <td>45 Days Successful Job Retention</td> <td>T2018 U5</td> </tr> <tr> <td>Outcome #4</td> <td>90 Days Successful Job Retention</td> <td>T2018 U6</td> </tr> </table>	Outcome #1	Completed Employment Plan	T2018 U3	Outcome #2	1st Day Successful Placement	T2018 U4	Outcome #3	45 Days Successful Job Retention	T2018 U5	Outcome #4	90 Days Successful Job Retention	T2018 U6
Outcome #1	Completed Employment Plan	T2018 U3											
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Outcome #3	45 Days Successful Job Retention	T2018 U5											
Outcome #4	90 Days Successful Job Retention	T2018 U6											
Reimbursement Methodology	<p>Fee Schedule</p> <p>https://hhs.iowa.gov/media/13836/download?inline</p>												
Limitation	In absence of a monthly cap on the cost of waiver services, the total monthly cost of all supported employment services may not exceed \$3,167.89 per month.												

Important Prevocational and SE Points to Remember..

- ▶ A member's comprehensive service plan may include two or more types of nonresidential habilitation services (e.g., day habilitation, individual supported employment, long-term job coaching, small group supported employment, and prevocational services).
- ▶ Only one service may be billed during the same period of time (e.g., the same hour) on the same date of service.

Important Prevocational and SE Points to Remember..

- ▶ A member's comprehensive service plan may include two or more types of nonresidential habilitation services (e.g., day habilitation, individual supported employment, long-term job coaching, small group supported employment, and prevocational services).
 - Only one service may be billed during the same period of time (e.g., the same hour) on the same date of service.
- ▶ Integration requirements. In the performance of job duties, the member shall have regular contact with other employees or members of the general public who do not have disabilities, unless the absence of regular contact with other employees or the general public is typical for the job as performed by persons without disabilities

Important Prevocational and SE Points to Remember..

- ▶ Members receiving these services are compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.

Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services

Job candidates over age 24 who are eligible for both IVRS and DHS state plan HCBS Habilitation or HCBS waiver services and who require Supported Employment Services,

- HCBS pays for individual supported employment and long term job coaching. IVRS funds may pay for customized employment and other employment services (discovery, workplace readiness assessment, etc.).

Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services

A job candidate eligible for IVRS who is waiting for services from the HCBS programs can be served by IVRS.

- Until waiver funds are available, IVRS may fund all SES employment services which may include job development, customized employment, and job coaching

Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services

For IVRS-eligible job candidates who do not qualify for state plan HCBS habilitation or HCBS BI or ID waivers, IVRS may fund all supported employment services which can include job development, customized employment, and job coaching.

Measuring Performance

Reporting Requirement: Collect employment data on HCBS waiver members (brain injury, intellectual disability, and habilitation) for a two-week period during the reporting months of January, April, July, and October.

- See Reporting Manual for specific collection and due dates.
- The month following the data collection period MCOs should send a notice to HCBS providers instructing the providers to produce member specific employment data for each of the members for whom the provider was authorized to deliver the targeted service codes.
- Both aggregate and individual member data is required for template completion.

Measuring Performance

- Prevocational Services: T2015
- Prevocational Services - Career Exploration: T2015 U3

- Individual Supported Employment: T2018 UC

- Long-Term Job Coaching Supported Employment:
 - H2025 U4 Tier 1
 - H2025 U3 Tier 2
 - H2025 U5 Tier 3
 - H2025 U7 Tier 4
 - H2025 UC Tier 5
- Small Group Supported Employment: H2023 U3, U5, & U7

- Habilitation Only - Individual Placement and Support: T2018 U3, U4, U5, & U6

Measuring Performance

- Members for whom MCOs have been unable to obtain employment information
- Number of members for which a claim was paid
- Average earnings over 2 weeks
- Average hourly earnings
- Member Hourly Wage
- Member Hours Worked - 2 Week Review
- Member Wages Earned - 2 Week Review

Resources

Employment Matrix <https://hhs.iowa.gov/media/11207/download?inline>
[Employment First Guidebook](#)

Employment First Guidebook
<https://hhs.iowa.gov/media/11208/download?inline>

FAQ HCBS and Prevocational Services
<https://hhs.iowa.gov/media/10677/download?inline=>

IVRS & IHHS MOA
<http://powerdms.com/IVRS/documents/1257380><https://public.>

IVRS and HHS Resource Sharing Guide
<https://public.powerdms.com/IVRS/documents/1248997>

Questions

LeAnn Moskowitz, LTSS Policy Specialist,
IA HHS, Iowa Medicaid, BLTSS,
515.321-8922, Imoskow@dhs.state.ia.us

Lin Nibbelink, Employment Policy Planner
IA HHS Division of Aging and Disability Services
515.201-0734, lnibbel@dhs.state.ia.us

