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STATE OF IOWA DEPARTMENT OF

Health <sup>AND</sup> Human

SERVICES

# Overview of HCBS Funded Employment Services

Iowa Medicaid Town Halls 01.18.2024

# Overview

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Employment First – Iowa's  
Employment Vision

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Home and Community Based Services  
(HCBS ) Funded Employment Services

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Individual Placement and Support (IPS)  
SE

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Resource Sharing HHS and IVRS

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Employment Performance Measures

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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?

Everyone deserves a life in the community

Most people want to work

A typical role for adults and transition age youth in our society

Social connections

Improves individual and family finances

An essential part of recovery

Cost-effective alternative to day treatment

# Medicaid Funded Employment Services

HCBS Brain Injury (BI) Waiver  
Intellectual Disability (ID) Waiver  
State Plan HCBS Habilitation program

## Prevocational Services

- \* Prevocational Services
- \* Career Exploration

## Supported Employment Services

- \* Individual Supported Employment
- \* Small Group Supported Employment
- \* Long Term Job Coaching
- \* Individual Placement and Support (IPS) SE

# Supported Employment

Supports to obtain and keep a job in the community

- ❖ Individual Supported Employment helps job seekers to obtain a job
- ❖ Long-term job coaching services provides ongoing support to workers to enable them to keep a job
- ❖ Small-group supported employment services (2 to 8) workers receiving ongoing supports developing work-related skills needed to secure an individual job
- ❖ Individual Placement and Support helps job seekers with chronic mental illness to obtain and keep a job. (**Habilitation only**)



# Supported Employment Outcomes

Work in the community  
with people without  
disabilities

Work in a job that meets  
personal and career goals

Earning wages that are  
typical for the work  
performed

Receiving the typical  
benefits paid by the  
employer for the work  
performed

# Prevocational Services

Supports to help develop skills to successfully transition to a job in the community


- ✓ Working on goals that will lead to greater opportunities for a job in the community
- ✓ Developing soft skills for work
- ✓ Personal care and assistance may be a component of prevocational services
- ✓ Includes volunteer work, such as learning and training activities that prepare a member for entry into a job in the community





# Prevocational Services - Career Exploration

Supports to develop a career plan and identify goals for obtaining a job in the community



Provided in small groups of 4 or less.  
Provides experiences and information to help identify job interests and goals.  
Provides a written Career Plan.

Career exploration activities might include:

Business tours,  
Informational interviews,  
Job shadows,  
Benefits education and financial literacy,  
Assistive technology assessment, and  
Job exploration events.

# Important SE and Prevocational Points to Remember..



Services occur in integrated community settings



Workers are compensated at or above the minimum wage, but not less than the typical wage paid for the work.



Service plans 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.

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- Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services

Job candidates **over age 24** who are eligible for both IVRS and HCBS

- Medicaid 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.).

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Sharing  
Between  
Iowa  
Medicaid and  
Iowa  
Vocational  
Rehabilitation  
Services

Job candidates **under age 24** who are eligible for both IVRS and HCBS

- IVRS funds may pay for customized employment and other employment services (discovery, workplace readiness assessment, etc.) and job coaching up to 90 days on the job.

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- Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services

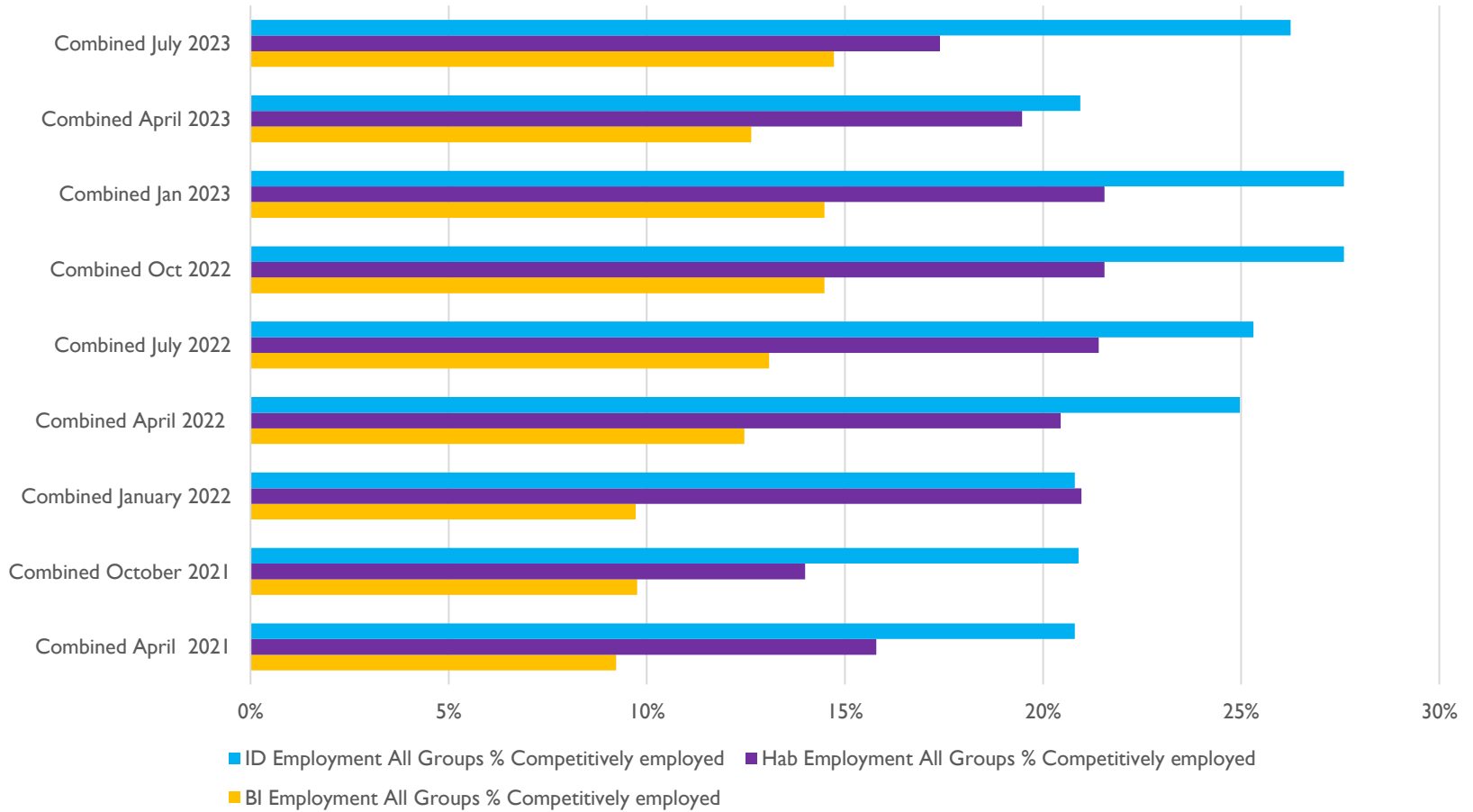
- ❖ A job candidate eligible for IVRS who is waiting for services from the HCBS programs can be served by IVRS.
- ❖ A job candidate eligible for HCBS who is waiting for services from IVRS can receive services through HCBS Habilitation or waiver program.

# Measuring Performance

- Number of members employed
- Number of members from whom MCOs are 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

# HCBS Competitive Employment April 2021 – July 2023

Percentage of MCO Enrolled Members Competitively Employed  
April 2021 through July 2023



# Resources

Employment Service Matrix

<https://hhs.iowa.gov/media/11207/download?inline=>

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 & HHS MOU

<https://public.powerdms.com/IVRS/documents/1248997>

IVRS and HHS Resource Sharing Guide

<https://public.powerdms.com/IVRS/documents/1257380>





# Questions

# Contact Info

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