

Overview of HCBS Funded Employment Services

Iowa Medicaid CCO Town
Hall

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Employment First – Iowa’s Employment
Vision

Home and Community Based Services
(HCBS) Funded Employment Services

CCO Self-Directed Community and
Employment Supports

Resource Sharing HHS and IVRS

Employment Performance Measures

Resources

Overview

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



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



Career exploration
activities might
include:

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

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.

CCO - Employment Services

- Members can directly hire employees to provide employment services
 - Service providers do not need to be a certified/enrolled Medicaid provider, they are hired by the member to deliver the service
- Members can use their Medicaid HCBS Waiver \$'s to purchase goods/services
 - example: hire an Employment Specialist to provide job development
 - example: hire a co-worker to provide on the job coaching
 - example: hire a neighbor to provide transportation to and from work
- Employees must be qualified by training and/or experience to deliver the services identified in the person-centered service plan.

CCO Self-Directed Community and Employment Supports

The outcome of this service is to maintain integrated living in the community or to sustain competitive employment at or above the minimum wage in an integrated setting in the general workforce, in a job that meets personal and career goals.

- Career counseling
- Career preparation skills development
- Job hunting and career placement
- Supports to maintain a job
- Time and money management
- Utilization of public transportation skills development
- Workplace personal assistance



Resource
Sharing
between Iowa
Medicaid and
Iowa Vocational
Rehabilitation
Services (IVRS)

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.).

Resource
Sharing
between Iowa
Medicaid and
Iowa Vocational
Rehabilitation
Services (IVRS)

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.

Resource Sharing Between Iowa Medicaid and Iowa Vocational Rehabilitation Services (IVRS)

- 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

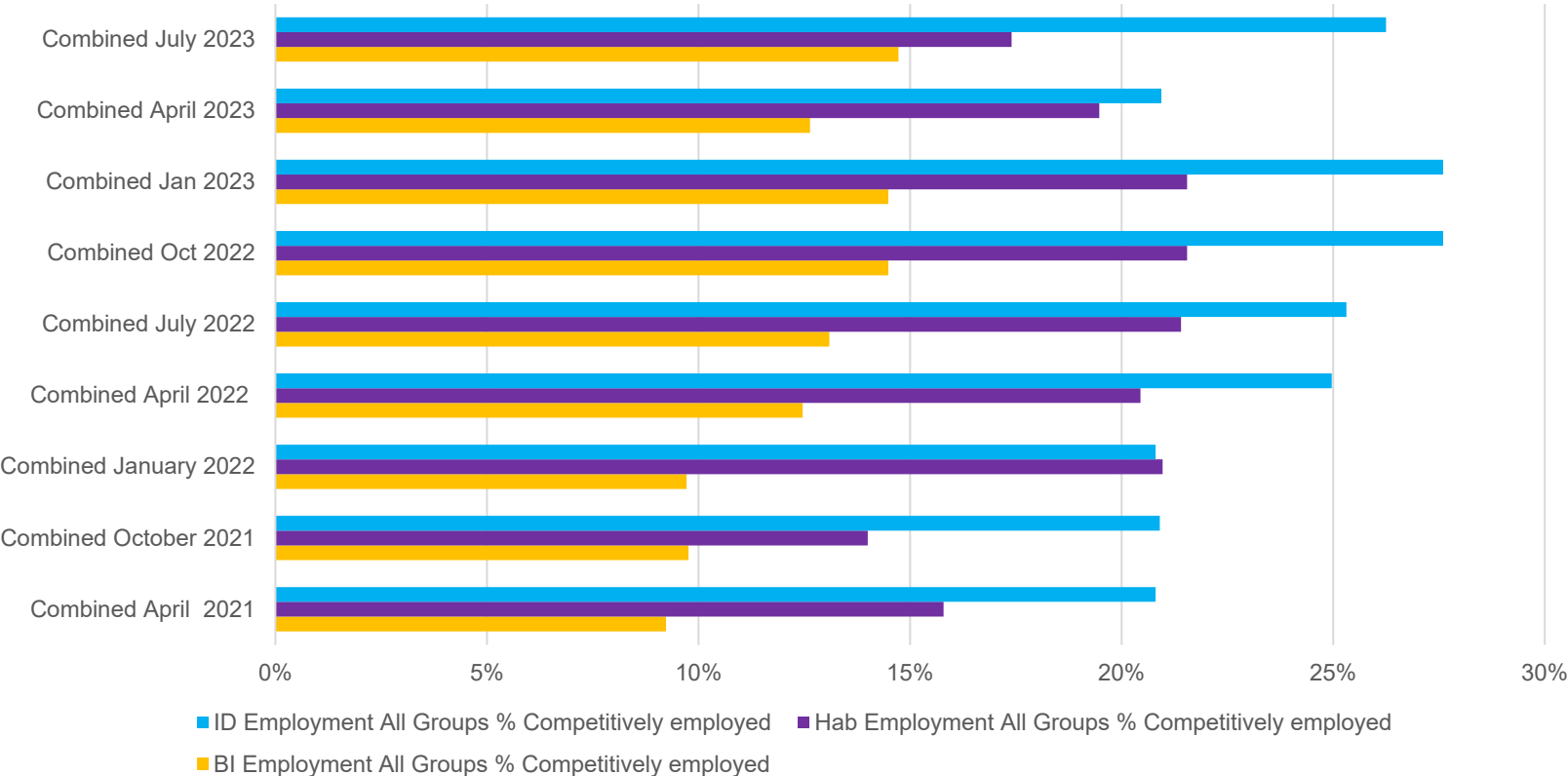
Member Hourly Wage

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

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