

# Iowa Medicaid Employment Townhall

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# Topics

- Employment 1st – Iowa's Employment Vision
- Home and Community Based Services (HCBS)  
Funded Employment Services
- Resource Sharing Iowa Medicaid and Iowa Vocational  
Rehabilitation Services (IVRS)
- Resources

# Iowa's Employment Vision

Competitive Integrated Employment is the priority and expected 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



# Current HCBS Funded Employment Services

HCBS Brain Injury (BI) and Intellectual Disability (ID) Waivers; State Plan HCBS Habilitation services

- Prevocational Services
  - Career Exploration
- Supported Employment Services
  - Individual Supported Employment
  - Small Group Supported Employment
  - Long Term Job Coaching
  - Individual Placement and Support (IPS) (*Habilitation Only*)

# Prevocational Services (T2015)

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.

The distinction between vocational and prevocational services is that prevocational services, regardless of setting, are delivered for the purpose of furthering 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 (T2015) (cont.)

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 (T2015 U3)

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 (T2015 U3) (cont.)

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
- Job exploration events

# Supported Employment

## Individual Supported Employment

Individual Supported Employment (T2018UC) 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.

- Unit of Service: One Hour
- 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 the rate amount listed per month.

# Supported Employment Long-Term Job Coaching

Long-term job coaching services (H2025) 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.

- Unit of Service:
  - Tier 1 = 1 contact/month                      H2025 U4
  - Tier 2 = 2-8 hours/month                      H2025 U3
  - Tier 3 = 9-16 hours/month                      H2025 U5
  - Tier 4 = 17-25 hours/month                      H2025 U7
  - Tier 5 = 26 or more hours/month                      H2025 UC
- 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 the monthly cap  
<https://hhs.iowa.gov/medicaid/provider-services/covered-services-rates-and-payments/fee-schedules>.

# Supported Employment

## Small-Group Supported Employment

Small-group supported employment services (H2023) are training and support activities provided in regular business or industry settings for groups of two to eight workers with disabilities.

- Unit of Service:
  - Tier 1 Groups of 2-4 H2023 U3
  - Tier 2 Groups of 5-6 H2023 U5
  - Tier 3 Groups of 7-8 H2023 U7
- Small-group supported employment is limited to 160 (15 minute) units per week. Total monthly cost of all supported employment services may not exceed the monthly cap <https://hhs.iowa.gov/medicaid/provider-services/covered-services-rates-and-payments/fee-schedules>

# Supported Employment Individual Placement and Support (IPS)

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.

- Unit of service is One Outcome
    - 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
- Total monthly cost of all supported employment services may not exceed the monthly cap <https://hhs.iowa.gov/medicaid/provider-services/covered-services-rates-and-payments/fee-schedules>.

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

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Job candidates over age 24 who are eligible for both IVRS and state plan HCBS habilitation or HCBS BI or ID waivers 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 (cont.)

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 employment services which may include job development, customized employment, and job coaching.

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.

# 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 MOA  
<https://public.powerdms.com/IVRS/documents/1248997>
- ▶ IVRS and HHS Resource Sharing Guide  
<https://public.powerdms.com/IVRS/documents/1257380>
- ▶ Fee Schedule  
<https://hhs.iowa.gov/media/13836/download?inline>

# Questions

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