

Adult Day Training (ADT)/Supported Employment (SE) Workgroup

December 19, 2014

Attending

Co-chairs: Shirley Balogh and Nancy Boutot

Andy Vega, Art Barndt, Grendy Henry, Kathy Palmer, Kim Aarons, Meghan Murray, Mindy Nguyen, Minerva Barndt, Natalia Wong, Pat Goff, Paula Whetro, Stephanie Brown, Dawn Bradley, Susan Hamilton, Debbie Terenzio, LeeAnn Herman

Background Information

Purpose of Workgroup

Develop a best-practice framework for a 3-tiered ADT structure for three groups of people with disabilities:

- 1) Individuals ages 60 and older who do not wish to work
- 2) Individuals with complex medical needs
- 3) Individuals who are able and willing to work (main focus)

Develop a high-level report based on three pilot sites. This group is charged with defining the sites.

Goal: To provide incentives for agencies (ADTs) who assist individuals in getting jobs and provide meaningful day activities.

Definitions

Complex Medical Needs Group

- Individuals requiring nursing oversight and intervention who are totally dependent on others for care
- Individuals needing hospitalization for care
- Individuals with intensive behavioral and/or psychiatric concerns needing stabilization

Employment Group

- Competitive work in the community
- Earning minimum wage or higher
- 20 hours per week or more as a best practice

Alternative Work Situations

- Internships – paid
- Internships (or volunteering – unpaid for a maximum of 12 weeks)

60+ Group (This number is not static, and will be based on needs and interests)

- Individuals over 60 and who do not want to work
- Activities that help Seniors maintain the skills they already have
- Community involvement activities (shopping, dining, Kiwanis Club, etc.)

Additional Needs

- Transportation availability and affordability
- VR and other state and community partners to be involved

Innovative Ideas

- State incentives for businesses to hire individuals
- Increasing ratios for those not needing a 1:10 ratio as a way to free up dollars

Incentives for ADTs

1. Money Follows the Person
2. Increase in SE Rate
 - When the pilot ADT successfully employs 10% of individuals (served in the ADT at the beginning of the pilot project) in jobs where the employee works at least 20 hours per week
 - Rates would increase by a specific percentage (to be determined) when a person has been on the job for a specified time – 6 months
 - ADT rate remains the same
3. Retention Payment: for 3-5 years for those who remain employed
 - Semi-annual benchmarks for Provider: for career advancement (Promotion or salary increases)

Today's Discussion

Services to Be Provided

Individuals Who Are Able and Willing to Work

- Skills, Behavior, and Attitudes (toward work) Assessment (thorough employment analysis)
 - Employment Discovery/Career Exploration (ideal conditions for success, customized employment development activities for 8 hours)
- Education services (for support system)
- Internships and volunteer opportunities
- Recruitment of employers; job development; development of relationships
- Onsite safety net services for 30 hours per week which allows opportunity for individuals to move back and forth between programs when health, aging, or other life issues arise
- Community-based opportunities (1:1 ratio): volunteering, self-employment, ADT offsite life skills
- Transportation services
- Observation of individuals in employment, internships, and volunteer settings

Individuals Ages 60+ Who Do Not Wish to Work

- Community inclusion based on preference (ADT offsite with 1:1 ratio for 2 days per week and ADT onsite with 1:3 ratio for 3 days a week); rotate the senior group for community component; 30 hours/week of activities in different settings
- Therapies: Music Therapy, Art Therapy, Occupational Therapy (for memory retention and skill maintenance), Physical Therapy, Speech Therapy, Self-expression, volunteering with children
- Technology Services

Rates: flat monthly rate for transportation, ADT attendance and SE coaching will help with funding when individuals choose not to attend

Individuals with Complex Medical Needs

- Personal Supports Services: toileting, eating, tube feeding, med administration
- Offsite Life Skills Services: 1:1 ratio for two days a week
- ADT Onsite Traditional Services: 1:3 ratio for three days a week
- Individualized Community Opportunities Services: Pod system, using rotation of staff among people (increase direct staff who are skilled to handle an emergency with toileting, choking, etc.)
- Transportation
- Nursing Services

Provider Outcomes to Measure Success

Individuals Able and Willing to Work

- Number or percentage of Discovery/inventories completed, evaluations completed (percentage of people moved through the process)
- Number of hours documented (don't put all the weight in achievement of employment)
- Number (after evaluation) who are ready for internships/employment
- Number of those who are ready placed in internships
- Number of those who are ready placed in volunteer positions
- Number participating in offsite community activities
- Number in offsite integrated settings
- Number of individuals whose goals (from IEP-like document) are achieved
- Number of activities offered to explore areas of interest
- Number who had to leave the process but were reinstated with interventions for success

Individuals Ages 60+

- Number or percentage who maintain health, social skills, quality of life
- Number of individualized assessment of preferences of community activities completed in first quarter
- 3 opportunities for inclusion offered each quarter
- Measure level of participation: Maintain health and hygiene and skills, high levels of participation to keep medical issues at minimum
- Number who remain in the living situation they selected
- Number in attendance
- Increase in skills
- Satisfaction and happiness

Individuals with Complex Medical Needs

- Participation
- Attendance
- Maintain health and well-being
- Keep individuals in the community vs a restrictive setting
- How they are transitioned back when there is crisis (Do we make visits, continue to serve in crisis, stabilization activities, send home visit, extension of services to address crisis)

Timeframe

- First year: all placed in work experience environment (not all agreed with this)
- Set goals for one year; quarterly
- Quarterly evaluation/report/ number activities, what you tried, level of participation, did I provide 3 opportunities for interviews
- At end of 14 weeks of qualitative portion, explore areas of interests

Incentives for Employment

- Money follows person
- Increase in SE rates
- Long-term retention payment program

One incentive at each site to compare; all pilots will contain employment component and at least one of the other groups

Additional Items for Report

- Costs with assumption that ADT operates at large site rather than store-front sites (did not figure changing large ADT model)
- Hub center where folks come in and go out of; administrative costs reduced; go to <http://www.cms.gov/> for nonresidential day program guidelines; provide true options and opportunities to integrate and provide choice; integrate senior and children's programs

Link Provided by Paula Whetro

Southeast TACE (Technical Assistance & Continuing Education Center):
<http://www.tacesoutheast.org/index.php>