



**Department of
Developmental
Disabilities**

PRE-VOCATIONAL AND GROUP EMPLOYMENT SUPPORTS PROPOSAL

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2 – 4 pm

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DODD Pre-Vocational and Group Employment Supports Proposal, April 2024

Our main goal is developing a successful pathway to Community Integrated Employment (CIE) for people with developmental disabilities in Ohio, while ensuring quality non-work services and vocational possibilities for people not interested in CIE.

DODD Pre-Vocational and Group Employment Supports Proposal, April 2024

To that end, the Blueprint for Adult Day and Employment Services Work Group convened from January 2020 to May 2021 with the purpose of improving adult day support services, transportation services, and strengthening competitive, integrated employment outcomes for people with developmental disabilities throughout Ohio.

DODD Pre-Vocational and Group Employment Supports Proposal, April 2024

From 2022 to 2024, we have supported the field to move forward toward these established Blueprint goals by developing and implementing:

- **Adult Day Support and Employment Services Quality Proposals:** Both these proposals, launched in late 2022 and 2023, worked on moving the Blueprint Proposal Recommendations into implementation strategies. From these proposals, we began to develop several ongoing projects.
- **Adult Day Support Quality Pilot:** Over 21 million dollars invested in ADS infrastructure and capacity for 100 providers to report on a set of established quality measures.
- **Pre-Vocational and Group Employment Supports Proposal:** A workgroup convened to draft recommendations to revise Vocational Habilitation, our current pre-vocational services, and to increase utilization of Group Employment Supports.
- **Non-Medical Transportation to Community Integrated Employment:** A workgroup convened to develop rates specific to a transportation service to community employment.
- **Employment Quality Project:** Funding for capacity-building support for employment services providers, to correspond with HCBS waiver amendments to Career Planning and Individual Employment Services to incentivize quality.
- **Blueprint Waiver and Rule, Communication and Training/TA Implementation Teams:** Stakeholder work-teams established to support the implementation of Blueprint recommendations.

DODD Pre-Vocational and Group Employment Supports Proposal, April 2024

We are working to revise and strengthen a range of day-related and employment supports that can be accessed to support each person's progression toward their chosen outcomes.

Specifically in the Pre-Vocational and Group Employment Support Workgroup, we collaborated with stakeholders to develop a future state of employment and day-related services in Ohio, and this vision informed the proposal process from start to finish.

Blueprint Future State of Employment and Day-Related Supports

Adult Day Support (ADS)	Supporting people to discover and develop skills, interests, and talents, and finding ways to connect to the community based on them.
Community Integrated ADS	Small groups (under 4) at community sites, with a focus on Group Discovery and opportunities, including possibly through volunteering and/or employment.
Basic Employment Skills Training (BEST)	Pre-vocational skills training, time-limited to 2 years, with possible extensions based on unmet needs.
Group Employment Supports	Supported employment experiences in groups (with incentivized ratios for people with significant needs), supported by a job coach at a community worksite.
Career Planning	One-on-one career planning and advancement supports targeted to create progression toward a CIE goal, with quality incentives to support better outcomes.
Individual Employment Supports	Job coaching at a community worksite, once the person has a job, with quality incentives to support better outcomes.

Vocational Habilitation

Accept The Basic Employment Skills Training (BEST) Framework as the way forward. Waiver Category- Pre-vocational services.

Develop new HCBS waiver service to be effective in 2025. The new service is Basic Employment Skills Training (BEST).

Vocational Habilitation

The BEST service will include two tiered requirements for service delivery:

- Tier 1: Any new admissions and individuals currently in Vocational Habilitation service will move to BEST.
- Tier 2: Anyone 50 or older who is currently enrolled at the time the Basic Employment Skills Training Service is made available, will be able to maintain services as they are today. i.e. Remain in facility-based prevocational services, if chosen. Employment First rule would still apply to these individuals but if they choose to remain in a facility-based setting, this would be approved.

Vocational Habilitation

- The plan must identify the person's outcomes, the general skills intended to be obtained through Basic Employment Skills Training Service, where those services will be delivered, and when they will be reviewed.
- Basic Employment Skills Training may only be authorized for people who express an interest in obtaining competitive, integrated employment.

Vocational Habilitation

Language from revised rule (5123-9-42):

(iv) A service and support administrator may initially authorize tier I basic employment skills training for a maximum period of two years one-year period of time as part of the person-centered planning process. Beyond two years, a service and support administrator may authorize up to two one-year extensions. Beyond four years, the A service and support administrator may authorize additional one-year periods of tier I basic employment skills training during the person-centered planning process if the team determines the individual continues to meet the requirements of paragraphs (D)(1)(a)(i) to (D)(1)(a)(iii) of this rule. The department will monitor authorization exceeding four one-year periods of tier I basic employment skills training to ensure the service is being authorized and delivered in accordance with this rule. Monitoring by the department will may consist of data review, technical assistance to providers and county boards, and routine or special compliance reviews, as warranted.

Vocational Habilitation

Rates/Cost of Doing Business Categories continue as identified in rule but discontinue the Vocational Habilitation Provided In-Person in an Integrated Community Setting for a Group of four or Fewer Individuals (Effective when Vocational Habilitation moves to BEST).

Employment First Rule continues as written, no changes.

Group Employment Supports

Maintain Group Employment Supports as a supported employment service with no time limits. Waiver Category- Supported Employment.

Group Employment Supports

Rates/Cost of Doing Business Categories continue as identified in rule but modify group ratios to support groups of 1:2 for Acuity C and 1:4 for acuties A/B. A1

Group Employment Supports

Change in the GES rule: The expected outcome of group employment support is paid employment *and/or* work experience leading to further career development.

Employment First Rule continues as written, no changes.

Possible Waiver Amendment Timelines

Group Employment Support, BEST and NMT to CIE

- NMT to CIE January 2025; GES and BEST July 2025 HCBS Waiver Amendment

ADS Quality (Pilot ends June 2025)

- January 2026 HCBS Waiver Amendment

QUESTIONS?

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