Washington State
Department of Social
& Health Services

ADSA Aging & Disability
Services Administration

House Human Services Work Session Working Age Adult Policy June 30, 2008

What is the Working Age Adult Policy?

More People Working

Ben is an intern with the Project Search program at Seattle's Children's Hospital and Regional Medical Center. He currently works at the hospital's Research Institute providing operational support. He rides the school bus to Children's and then takes the shuttle to Met Park.

How did it come about?

Historically there was no policy for county administered Employment and Day Services

1979 – Committee Number 1 – County Guidelines

1981 – County Human Resource Information System
- Wages / Benefits
- Hours Worked
- Work Environment

1980s-90s – Target percentages for moving people to employment

1992 – County Guidelines (revised)
http://www1.dshs.wa.gov/pdf/adsa/ddd/c_guidelines.pdf

1998 – Pathway to Employment Stakeholder Work Group

2001 – 2002

* Waiver Audit by CMS

    May not deny a waiver participant access to a needed service because of lack of funds
* Legislative Staff review of county services – Criticism about people receiving more than one county service.
* Legislative direction to multiple waivers – budget neutral.
* Inconsistencies in case manager referral.
* Inconsistencies in county implementation of contract.

Counties requested a statewide policy to provide clear direction and intent for use of DDD funding administered by the counties.

2003

Individuals with Disabilities Education Improvement Act (IDEA) – Part B (IDEA CFR 300.43) (RCW 28A.155.090, WAC 392-172A-01190)

♦ The Office of Special Education (OSPI) must report annually on Washington State's progress on performance indicators 1through 14.

♦ The link to the report is:
http://www.k12.wa.us/SpecialEd/Data/Performance_Data/APR_Final_FFY_2006_WA.pdf

Indicator 14 from OSPI Performance Data

Indicator 14: Percent of youth who had IEPs, are no longer in secondary school and who have been competitively employed, enrolled in some type of postsecondary school, or both, within one year of leaving high school.

Measurement: Percent = [(# of youth who had IEPs, are no longer in secondary school and who have been competitively employed, enrolled in some type of postsecondary school, or both, within one year of leaving high school) divided by the (# of youth assessed who had IEPs and are no longer in secondary school)] times 100.

1998 – 2009   Funding added to DDD budget for supported employment for transition age students.

2004   Policy published with 2 years to plan and prepare.

2006   **Policy effective**

Link
http://www.dshs.wa.gov/pdf/adsa/ddd/policies/policy4.11.pdf

What impact did it have on providing community access and / or Day Services?

1. Limited participants to receiving one service based on working age.
2. Clarified the service categories.
3. Defined working age governing participants in Community Access (decrease) and Employment Services (increase)

Washington State Department of Social & Health Services

ADSA Aging & Disability Services Administration

Danishia (center) with coworkers

What employment services are provided to those who have severe or profound disabilities?

Clients with severe disabilities for whom DDD has funding have access to the same employment services as others and usually:

• Are offered a greater variety of ways to determine job interests and aptitudes.
• Receive higher than average levels of supports.
• Need a higher ratio of hours of service relative to hours worked.

How are the employment service needs of an individual assessed?

In June 2007, DDD implemented the Comprehensive Assessment process.

The assessment asks questions about employment and the answers result in a high, medium, low or no acuity rating for employment support.

Employment support level is calculated. . . .

Employment Support Level is calculated using SEVEN FACTORS that assess Need

FACTORS	FACTOR WEIGHT
1. Behavior	25%
2. Medical	20%
3. Interpersonal Support	20%
4. ADL	13%
5. Mobility	7%
6. Employment Activities	10%
7. Environment	5%

1. Behavior – Examples of Questions

How much support is needed:

* for Prevention of assaults or injuries to others
* for Prevention of property destruction
* for Prevention of self-injury

Answers: No Support needed, Some support needed, Extensive support needed

2. Medical – Examples of Questions

How much support is needed:

* for Inhalation or oxygen therapy?
* for Suctioning?
* for Diabetes management?

Answers: No Support needed, Some support needed, Extensive support needed

3.Interpersonal Support Examples of Questions

What type of support and how frequently does the person need support:

* Interacting with community members?
* Interacting with others in a learning situation?
* Communicating with others about personal needs?

Answers: No Support needed, Some support needed, Extensive support needed

4. Activities of Daily Living – Examples of Questions

What type of support and how frequently does the person need support:

* Using the toilet?
* Taking medications?
* Dressing?

Answers: No Support needed, Some support needed, Extensive support needed

5. Mobility – Examples of Question

* What type of support and how frequently does the person need support ambulating and moving about?

Answer: No Support needed, Some support needed, Extensive support needed.

Factor 6 Supports Intensity Scale (SIS) questions on the SIS

What supports do you need to be successful -

* job / task accommodations?

* learning and using specific job skills?

* interacting with supervisors and / or coaches?

* completing work related tasks with acceptable speed?

Factor 6 Supports Intensity Scale (SIS) questions on the SIS

What supports do you need to be successful -

* completing work-related tasks with acceptable quality?

* seeking information and assistance from an employer?

(Focus is on adapting to work tasks / schedules)

* seeking information and assistance from an employer?

(Focus is on benefits – vacation, sick time, etc.)

Factor 7 – Environment scale is based on the following elements.

Transportation
Work history
Frequent job changes
Scope of job requirements
Specific goals
Families and Friends - not supportive of employment goals
            or unable to support employment goals
Social skills
Unable to regularly get to work on time
Hygiene issues unresolved
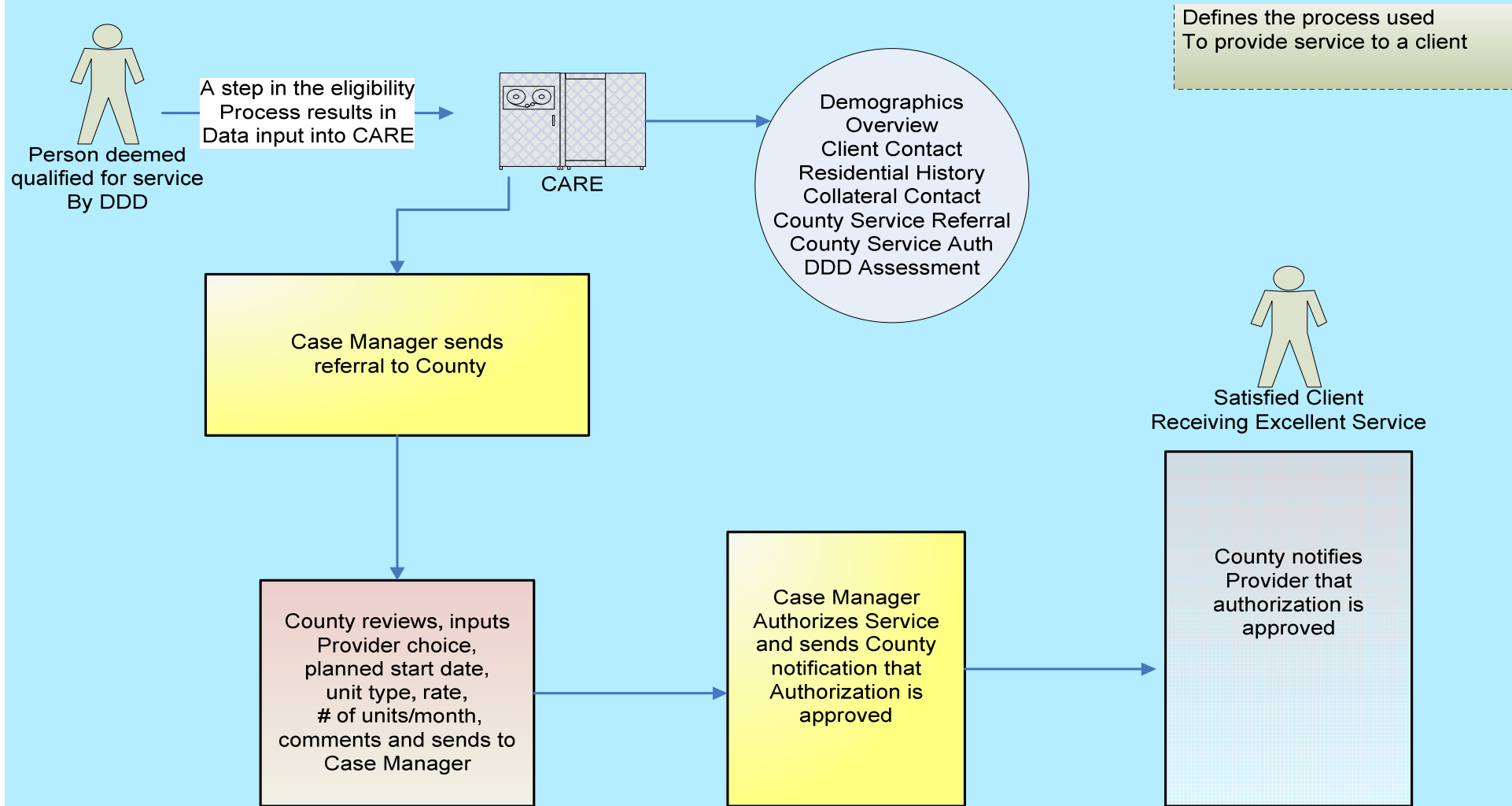Behaviors affect workplace
High turnover in natural supports
Needs support arranging childcare.

What is the role of the case manager in determining employment needs and obtaining employment providers?

- Conducts the initial assessment

- Determines the "best fit" for services

- Makes the referral to the County

County Services Authorization (CSA)

Defines the process used
To provide service to a client

Person deemed
qualified for service
By DDD

A step in the eligibility
Process results in
Data input into CARE

CARE

Demographics
Overview
Client Contact
Residential History
Collateral Contact
County Service Referral
County Service Auth
DDD Assessment

Case Manager sends
referral to County

Satisfied Client
Receiving Excellent Service

County reviews, inputs
Provider choice,
planned start date,
unit type, rate,
# of units/month,
comments and sends to
Case Manager

Case Manager
Authorizes Service
and sends County
notification that
Authorization is
approved

County notifies
Provider that
authorization is
approved

What is the pathway to employment?

Pathway is a term used to describe the many stages involved in finding and maintaining employment – Services provided:

* Individual Employment
* Person to Person
* Group Supported Employment
* Pre-Vocational Services

*   "Pathway" is not a service category.

*   It is a term that implies progress toward a typical job in a typical workplace.

*   It covers working age people in any service category who are not employed or who are underemployed.

Pathway Activities Include

Personal Profile and Discovery
    Interests and Abilities Verification
Resolution of Challenges
Individual Work Plan Development
    Work Assessment
    Volunteering
    Using Natural Networks
Customized Job Development

What employment services are provided to non-waiver clients?

The same employment services are provided to all funded non-waiver clients as to waiver clients. There are not separate categories of services, only separate funding categories. (state and federal)

How many DDD clients are ages 21 to 61? **17,225**

How many working age adults are on a waiver? **6,878**

Data is from DDD CCDB for the Service Month of March 2008 – All client counts are unduplicated.

What percentage of working age adults on a waiver are receiving employment services?

4,145 of the 6,878 or 60% are receiving employment services.

Data is from DDD CCDB for the Service Month of March 2008 – All client counts are unduplicated.

How many working age adults are not on a waiver?

10, 347

How many of those not on a waiver are receiving state-only funds for employment services?

2,246 or 22%

Are there any exceptions to the working age adult policy?

Yes, there is an Exception to Policy for Community Access.

What are the consequences of obtaining an exception?

None, client participates in Community Access.

How have the contractual obligations of the counties changed as a result of the working age adult policy?

County contract definitions (i.e. employment and community) were updated to reflect changes in service availability.

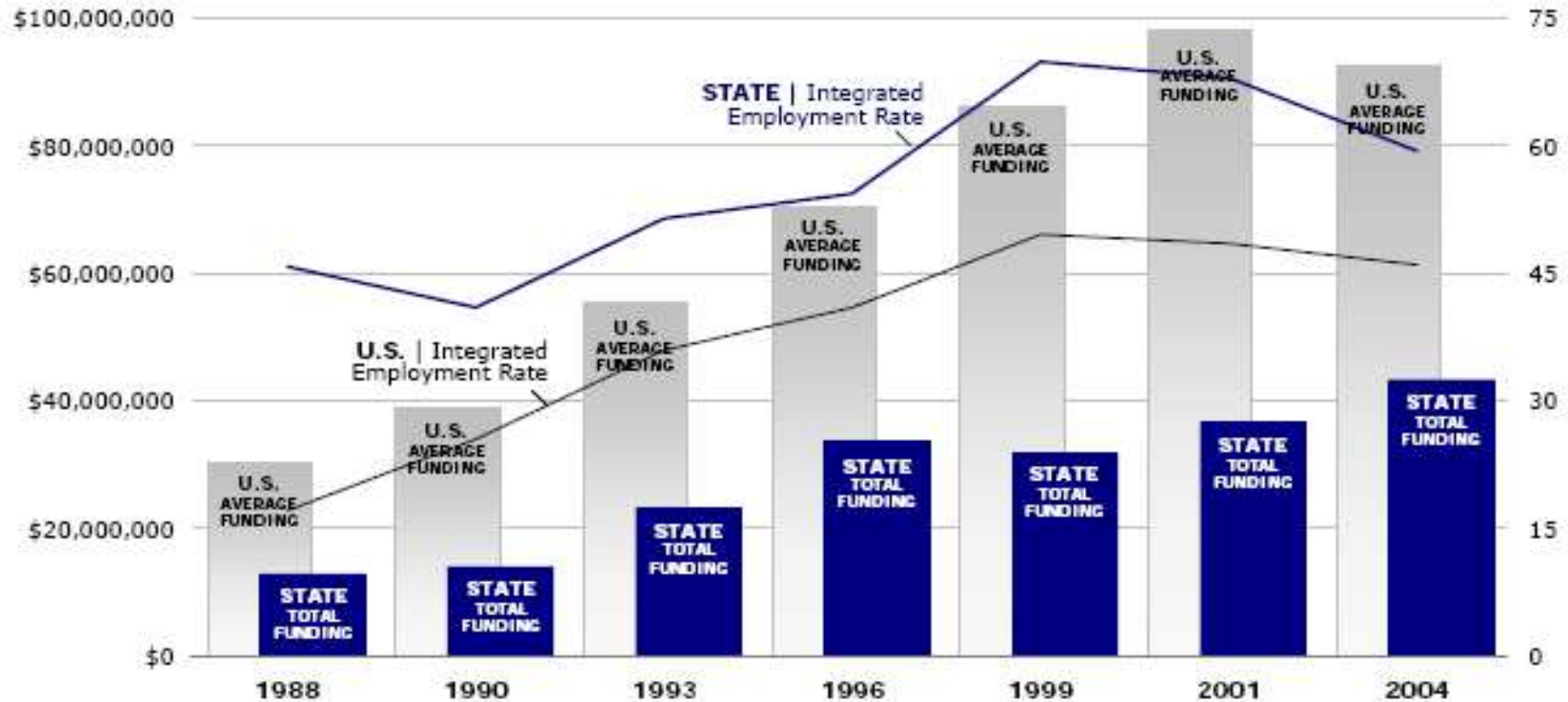As reported by Employment Security

FY2006 – 5,187 working age people with developmental disabilities earned $34,567,376.

FY2007 – 5610 working age people with developmental disabilities earned $37,890,180

Increases of 423 people earning $3,322,804.

Integrated Employment Rate and Funding
STATE AND NATIONAL COMPARISON

	1988	1990	1993	1996	1999	2001	2004
Funding							
Washington	$12.8 m	$13.8m	$23.3 m	$33.8 m	$31.8 m	$36.5 m	$43.3 m
U.S. (Average)	$30.3 m	$38.8 m	$55.3 m	$70.6 m	$86.0 m	$98.1 m	$92.2m
Integrated Employment Rate							
Washington	45.82	40.87	51.38	54.22	69.75	67.99	59.38
U.S. (Average)	17.16	25.55	35.94	40.89	49.45	48.52	45.87

SOURCE: Institute for Community Inclusion. (n.d.) *StateData.info*. Retrieved December 7, 2007, from http://www.statedata.info.

NEXT STEPS

The 2008 Supplemental Budget included the following language for a County Employment Program Review:

29 The

30 legislature finds that some waiver clients are not receiving employment

31 services that are authorized under their waivers. Within the amounts

32 appropriated in this section, waiver clients must receive services as

33 authorized by their waiver, such as pathway to employment, while

34 waiting for paid employment to be developed. The department shall work

35 with the counties to establish a consistent proposed policy for minimum

36 direct service hours for clients, minimum hours of support, time frames

37 for seeking paid employment, and services provided under pathway to

38 employment while paid employment is sought. The department shall

 1 report to the office of financial management and the appropriate

 2 committees of the legislature on this proposal by November 1, 2008

 3 including estimated fiscal impacts and an option for making the policy

 4 budget neutral for the current level of clients served.

http://leap.leg.wa.gov/leap/budget/detail/2008/co2008p.asp Section 205, page 103.

NEXT STEPS

Project Team / Staff

DDD Director and Project Sponsor
Headquarters Lead
County Program Manager
Office Chief of Field Services Support
Project Support Staff

NEXT STEPS