

# Advancing Successful Outcome-Based Employment Services

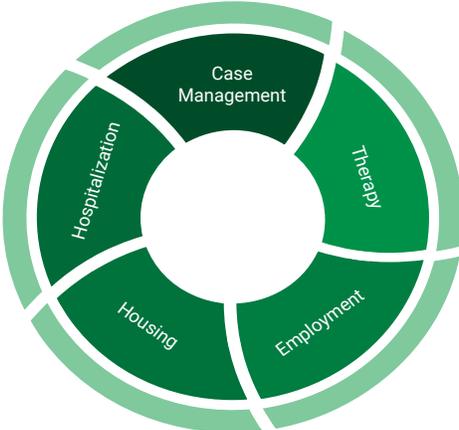


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## Total Budget

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How do you develop your budget?



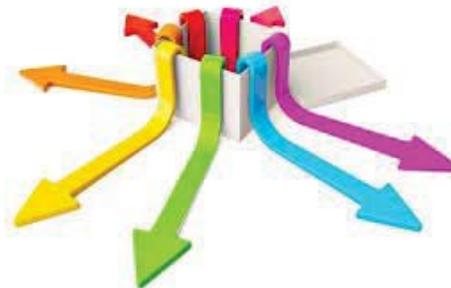
Would you divide your budget up differently if you knew **Employment** is a Social Determinant of Health?

Employment has been shown to increase:

- Overall health
- Social connectedness
- Housing stability
- Hospitalization savings



Finally, if I were to tell you I was going to measure the outcomes for people served, and if you did well, there are incentives tied to them, would that change how you distribute funding resources?



## Historical Data

- Supported Employment (H2023)
  - 936 people for \$7.7 million
- Skill Building (H2014)
  - 1,416 people for \$17.9 million
- Prevocational (T2015)
  - 266 people for \$3.8 million



## Let's try incentives



Financial incentives for:

- Employment goals
- Fidelity to the IPS model

## Rate Restructuring

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- Office of Disability Employment Policy (ODEP)
  - Individual Placement and Support - milestones
  - General Individual Support Employment - hours worked
- Fee-For-Service adjustments
  - Rate consistency
  - Incentivize community based services
  - Pay to cover costs in facility



## The Challenge

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- What does this mean to people served
- Moving from a fee-for-service model to milestone/hour based funding model
- Rate structure and revenue impact
- Reporting requirements
- Staffing Impact



## The Plan

- Pay for outcomes wherever possible
- Incentivise community based services
- Appropriate pay - cover costs by:
  - Location
  - Staffing
- Collect data to demonstrate outcomes



## Individual Placement Supports

Milestone	100+ Fidelity	<100 Fidelity
Engagement	\$250	\$200
Assessment	\$1,300	\$1,000
Job hire bonus	\$800	\$600
Placement	\$3,200	\$2,600
\$13+ hr. or benefit	\$600	\$400
120 Day Retention	\$900 - \$1,600	\$600 - \$1,300
90 day reemployment	\$1,000	\$800
\$13+ hr. or benefit	\$500	\$300

## What can we tell from the data?



Individual Placement Supports Model Dashboard Data, October 2017 - June 2018

Milestone	People Meeting Milestones	Milestones Met
1) Engagement	494	535
2) Voc Profile	260	265
3) Job Placement	129	138
4) Retention	67	69
5) 90 Day Re-employment	21	21
<b>Grand Total</b>	<b>597</b>	<b>1,028</b>

## General Supported Employment



- Pays based on hours worked/supports needed
- Step-down at 12 and 24 months
- Encourages fading, but not ending supports

## General Supported Employment



	Months 0 -11	Months 12 - 24	Months 25+
High Acuity	\$27.50 85%	\$22.64 70%	\$19.41 60%
Medium Acuity	\$21.03 65%	\$14.56 45%	\$11.32 35%
Low Acuity	\$14.56 45%	\$8.09 25%	\$4.85 15%

## Skill Building and prevocational services

- 13% increase overall in community based services since January
- Consistent rates per Managed Care Rules
- Covering community based costs



## Implemented Modifications

- Transition risk coverage
- Two to one staffing exception rate
- Facility rate adjustment for staffing
- Additional 30 mins of "Community Access Time"
- Lunch and secondary transportation billing
- Pre-voc hourly rate for non-billable time due to rounding



- FY17 loss of \$133m
- DAB revenue loss
- Increasing needs
- Staffing crisis
- Increased regulations
- Quantitative data and value







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