

ODDS Employment Services & Plan of Care

- **Acacia McGuire Anderson** acacia.mcguireanderson@state.or.us
- **Julie Harrison** julie.h.harrison@state.or.us
- **Allison Enriquez** allison.enriquez@state.or.us



ODDS Employment Services

Aligning Services with...

- ❑ Oregon's Employment First Policy.
- ❑ Oregon's Executive Order 13-04.
- ❑ Guidance and regulations from Centers from Medicare and Medicaid Services (CMS) as the primary funder of ODDS services.

And... most importantly...

- ❑ The individualized support needs of people with Intellectual and Developmental Disabilities who are working in individual integrated jobs in the general workforce.

Why Employment First?

- People are healthier, safer and happiest with meaningful work.
- Employment is a win/win for everybody.
- Everyone has something to contribute and needs to contribute.
- Communities embrace people who contribute.
- True employment is not a social service.
- We believe everyone can work and there is a job for everyone. Our job is to be creative and tenacious in providing support.
- Not working should be the exception. All individuals, schools, families and businesses must raise their expectations.
- People will be hired because of their ability not because they have a disability.

Policies Underlying ODDS

Employment Services:

- ❑ When a Service Coordinator or Personal Agent discusses employment goals or employment services with an individual, the presumption underlying this discussion is that all individuals are employable and can be successful in an integrated employment setting in the general workforce.
- ❑ Consistent with the person-centered approach to these services, individuals should be encouraged, on an ongoing basis, to explore their interests, strengths, & abilities relating to integrated employment.

Policies Underlying ODDS Services:

- ❑ While the State cannot guarantee a job to anyone, the optimal and expected outcome of all ODDS Employment Services is
 - ❑ sustained paid employment
 - ❑ in an integrated setting in the community,
 - ❑ with compensation at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities, and
 - ❑ in a job that meets personal and career goals.

- ❑ If an individual is employed in an individual integrated job, the Service Coordinator or Personal Agent may work with the individual to identify employment services for seeking:
 - ❑ other competitive employment,
 - ❑ additional hours,
 - ❑ better pay or benefits,
 - ❑ employment that is more consistent with the person's skills & interests,
 - ❑ or to explore advancement opportunities in his or her chosen career.



ODDS Employment Services

Discovery

- Person-centered, comprehensive employment planning and support service that includes work related activity to discover strengths, interests & abilities.
- To identify vocational themes, skills and interests that may be transferred to an individual integrated job.
- May include volunteer positions, & work-experience positions in order to identify strengths & interests.
- An alternative to traditional vocational assessments and a way to discover the best an individual has to offer.
- Services may include (but are not limited to) job & task analysis activities, job shadowing, informational interviewing, employment preparation (resume development), & volunteerism to assist an individual in identifying transferable skills & job or career interests).



Discovery

- This service is intended to enhance and streamline the services provided by Vocational Rehabilitation.
- The individual must have an employment related goal in the ISP and Career Development Plan, and have a interest in obtaining individual integrated employment within the year.

Discovery

- Required outcome is a discovery profile completed by the Discovery provider.
- Discovery should also result in a referral to VR.
- Discovery and the Discovery Profile is intended to enhance Job Development.
- Discovery must be completed within a three month period.
- Discovery is authorized by the Service Coordinator or Personal Agent.
- A three month extension may be authorized upon ODDS approval if there is a legitimate reason (example where the individual is unable to participate in the service). However, a provider may only bill one time for the outcome payment.

Individual Supported Employment Job Development

- ODDS Job Development includes support to identify & obtain a job in an integrated employment setting in the general workforce or self employment.
- ODDS provides Job Development services in limited circumstances when it is not available through VR.
 - In a very rare instance where an individual has a recent and relevant denial from VR. (This is not expected to occur).
 - If an individual has exhausted VR resources and ODDS has granted approval.

Individual Supported Employment Job Coaching

- Initial or ongoing support to maintain individualized employment in an integrated setting in the community.
- May also include support to pursue self-employment.
- The individual is optimally earning, or working towards earning, minimum wage or higher.

Path To Employment

- Training & skill development for general or non-job-task-specific strengths & skills. To improve an individual's employability in the general workforce through learning & work experiences.
- May include volunteer opportunities.
- This service is provided over a limited time period defined by the individual's ISP.
- This service cannot be for the primary purpose of producing services or goods.
- May be combined with Job Coaching & Small Group Supported Employment. The total combination of services cannot exceed 25 hours per week or an average of 108.3 hours per month.

Small Group Supported Employment

- Services & training activities in regular business, industry & community settings for groups of two (2) to eight (8) individuals working as a crew, enclave, or other business-based workgroup.
- Must be provided in a manner that promotes integration into the work place & interaction with people without disabilities in those work places.
- May be combined with Job Coaching & Employment Path Services. The total combination of services cannot exceed 25 hours per week or an average of 108.3 hours per month.

Day Support Activities (DSA)

- Attendant Care or Skills Training to acquire, maintain, or enhance independence related to socialization or community integration.
- Where the primary purpose of the attendant care or skills training is socialization (Socialization is an “IADL” or “Instrumental Activity of Daily Living” available under the State K Plan).
- Formerly Alternatives to Employment (ATE) or Community Inclusion.

Day Support Activities (DSA)

- Individuals receiving these services will be encouraged to explore their interests, strengths, and abilities relating to employment, and to develop skills that can be used in employment.
- DSA may include volunteering when unrelated to an employment goal.
- Historically a part of waiver services, these services are now available through the Community First Choice State Plan Option (K-Plan).
- This service is subject to the ReBAR rates for “Day Support Activities.”

Day Support Activities (DSA)

- Is based on assessed need. See transmittal APD-PT-14-019 for further information.
- DSA can be provided by an agency licensed and endorsed by ODDS. DSA is not provided by a PSW.
- Must occur in a non residential setting.
- Must be authorized/billed at:
 - As Facility DSA rate if the majority of the hour is at a fixed site operated by the provider.
 - As Community DSA rate if a majority of the hour is in the community.

Attendant Care

- Attendant Care or Skills Training may be authorized if the primary purpose of the activity provided for a majority of the hour is for:
 - An Activity of Daily Living (ADL) or
 - Instrumental Activity of Daily Living (IADL)
 - That has no “socialization” purpose.

Activities of Daily Living

Self care activities such as toileting, mobility transferring, nutrition, medication administration, etc.

Instrumental Activities of Daily Living

Activities that are not necessary for fundamental functioning, but let an individual live more independently in the community. Include but are not limited to: light housekeeping, grocery shopping, assistance with medical appointments, assistance with first aid, cognitive assistance, other shopping for the completion of other ADL and IADL tasks.

Day Support Activities (DSA) versus Attendant Care or Skills Training

Examples:

- Attendant Care – When support is to purchase shoes at the mall.
- DSA - Support to socialize with friends at the mall (regardless of whether shoe shopping occurred simultaneously).

RESOURCES

ODDS Resources:

- Expenditure guidelines.
- Policy Transmittal regarding ReBAR rate model, tier assignment, and tier review (APD-PT-14-023).
- Policy Transmittal regarding Day Support Activities (APD-PT-14-019).
- Action Request Transmittal regarding the Service Utilization Survey for Employment and Day Support Activities (APD-AR-14-038).
- ODDS letter dated June 30, 2014, regarding employment and day services (includes information taken from the letter attached to the Director's message dated May 29, 2014).

<http://www.oregon.gov/dhs/DD/docs/Stakeholders-EmploymentServices2014-06.pdf>

- Employment and Day Support Matrix:

<http://www.oregon.gov/dhs/spd/provtools/dd/DD%20Employment%20Service%20Matrix.xls>

- ODDS Facebook page: <http://www.facebook.com/pages/Oregon-Developmental-Disabilities/179862702153136>

- Please also note that all policy transmittals and action requests can be found on the ODDS website and through the following link:

<http://www.dhs.state.or.us/policy/spd/transmit/transmit.htm>

County I/DD Directory

<http://www.dhs.state.or.us/spd/tools/dd/bpa/DDCountyDirectory.pdf>

Brokerage Staff Directory

<http://www.dhs.state.or.us/spd/tools/dd/BrokerageDirectory-2014.pdf>

DHS Employment First Resources:

ODDS/DHS Employment First Initiative Website

http://www.dhs.state.or.us/dd/supp_emp/initiative.html

Oregon Employment First Teams

<http://employment-first.org/local/>

Oregon Employment First training calendar

<http://employment-first.org/wp-content/uploads/2013/12/OELN-Training-Announcement-UPDATE.pdf>

VR Resources:

Vocational Rehabilitation (VR) Offices:

<http://www.oregon.gov/dhs/vr/Pages/officelocation.aspx>

Oregon Department of Education Resources:

Oregon Department of Education Resource Transition Booklet

<http://www.koriobook.com/read-file/ode-transition-planning-guide-pdf-551379/>