

Adult Day Training (ADT)/Supported Employment Workgroup

November 19, 2014

Co-chairs: Nancy Boutot and Shirley Balogh

Invited/Attended (*Names in bold text were in attendance*):

Nancy Boutot, Shirley Balogh, Kevin Johnson, Suzy Hutcheson, **Troy Strawder**, Jose Carbonell, **Lesli Clark, Debra Noel, Jenny Sykes**, Barbara Palmer, Tom Rankin, **Grendy Henry, Kathy Palmer, Paula Whetrow**, Christy Brown, Stacy Davis, **Jim Whittaker, Linda Mabile, Jan Pearce**, Clint Bower, **LeeAnn Herman, Ed DeBardeleben, Art Barndt, Meghan Murray, Stephanie Brown, Bobbie Florem, Rhonda Beckham, Kali Rose, Lorrie Cline, Shirley Bonneville, Laurie Hoffman, Julie McNab**

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

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

Develop a high-level report based on three pilot sites. The Agency for Persons with Disabilities will make a Legislative Budget Request (LBR) in January for three ADT pilot sites. This group is charged with defining the sites. All sites could serve all populations, or each site could serve one of the categories. The framework will indicate proposed costs of the LBR for the sites. This is due to Director Palmer by December 18, 2014.

Goal: To provide incentives for agencies (ADTs) who assist individuals in getting jobs. **What incentives make it feasible for ADT to get people employed?**

Shirley: There will be questions about individuals who do not fit the group description. Will there be anything available for them?

Paula: For those not desiring to work we find families often do not understand how work affects benefits. Families' fears of losing benefits are biggest barriers.

Nancy: Include in the pilot a piece regarding education of families related to benefits and work incentives. We must have the support of families for the pilot to succeed.

Julie: Have there been studies on why people in ADTs are not working? Some feel working in an ADT is their job. Much of the ADT work will be eliminated in the future.

Jim: We are in support of community-based work. SE services are one of the most costly services to provide. Is the state willing to provide follow-along or full time staff person to accompany an individual to the job. People in ADTs are not all work ready. Their ongoing supports will be more intensive. Transportation is an issue. Some parents look to the ADT for support so they can work during the day. Are the Legislature and APD committed to funding this long term?

Nancy: The Director is committed to ongoing funding and funding for the pilot project. We understand there are individuals needing intensive and one-on-one services. Last year 114 of the EEP individuals were funded for ongoing supports through Individual and Family Supports (IFS) funding. The commitment is there. The LBR for \$1 million has been submitted for next year's EEP funding, doubling the past two years' funding.

Linda: Florida ARF researched SE services which are diminishing due to rate and funding. We think the current rate structure is not well organized or flexible for individuals' changing needs. We are supportive of looking at all aspects so employment can be increased.

Nancy: The rate structure proposed by FARF last year is still under consideration.

Bonnie: Family fears of vulnerability. Two of these categories of individuals in ADTs are vulnerable. How do we help families get past these fears? We must educate families on the dignity of risk. Help families to understand that all have the right to take risks.

Nancy: We look at ADTs and sheltered workshops as "safe" environments. There may be risks even within ADTs.

Paula: Some families were not ready for the push to employment. Because they see ADTs as a training school, could we look at certifications such as technical training schools possess? This seems to work. We focus on social skills. Let's look at this model to develop it further.

Nancy: Some families pulled sons and daughters out of ADTs once there was a focus on employment. Often ADTs don't train folks to become competitively employed and leave the ADT. Some in ADTs attend for leisure, recreation, and socialization. One facility could host a program for jobs, another for training in self-sufficiency, and another in socialization. All this could exist in one facility. Right now people are not leaving ADTs.

Art: Pilots fit into the CMS Transition Plan. We might want to think of integration. CMS will be looking at whether our people are working with those with no disabilities. How does community come into the centers so that they are not segregated.

Julie: Is there research on ages of individuals served by ADT?

Art: We don't have trending data from the time of referral. There are 12,034 in 177 ADT facilities around the state. There are 872 people, ages 60 and over in sheltered workshops. Those ages 60 and over are not typically receiving VR services, though they can. We don't have information on other groups. We are evaluating service authorizations to gather additional data.

Jenny: Example of young woman who turned down two jobs recently due to vulnerability. Perhaps we can assess individual for safety awareness at job site. Parent/ guardian apprised of progress.

Lesli: As a parent I understand other parents' fear factors, but I want my son to work supported by a qualified individual. There will always be issues that arise even once stabilized in employment. This can be overcome if they are supported by qualified people.

Nancy: Questions to address include:

Is provider capacity sufficient?

Is additional training needed for Discovery?

Our charge is to provide 3 pilots. Exact project duplicated in various parts of state or provide a pilot for each category. We need to focus on costs, as well.

ARC Jacksonville and Stacy Davis both deal with individuals who have medically complex needs. Complex medical needs can be defined by group and could include nursing care at ADT, feeding tubes, personal care needs, or other criteria.

LeeAnn: So much can be done. Example of EEP where 114 jobs procured in just 6 months.

Next Meetings:

Date	Time
December 2	1-3
December 4	10-12
December 9	1-3
December 11	10-12

We will post the meeting notes on the APD website with the Public Notices under News/Legal Notices:

<http://apdcares.org/publications/legal/>

Nancy's email: nancy.boutot@apdcares.org