

## Summary of ADT Redesign Workgroup Webinar June 25, 2019

The recording for the webinar can be accessed here:  
[https://www.youtube.com/watch?v=WxzwT\\_QDNE](https://www.youtube.com/watch?v=WxzwT_QDNE).

### **Challenges and Opportunities with Individual Supported Employment (SE)**

Transportation is one of the greatest barriers for individuals with disabilities who want to work in their community. Many communities lack the infrastructure or options to support an individual to and from work. Further, the waiver only funds transportation for individuals who are receiving SE services – it does not fund trips for individuals who are just going to and from work.

Natural supports within the workplace (i.e., co-workers who can support the individual with certain job tasks, providing reasonable accommodations, etc.) are essential to ensuring the individual's success. Job coaches are expected to fade over time, so it is critical that natural supports are identified early when an individual is receiving SE services (both from VR and APD).

Once an individual has a job, the job coach should make an effort to meet with the individual 95% of the time at the job site – there are job coaches that expect individuals to meet with them after hours or at another site, which can make it difficult for the individual to receive meaningful feedback (such as on specific job tasks).

System change movements have often found that micro/pilot changes can be tested so we can learn unexpected lessons, both positive and negative. For example, substance use issues were supported by the Robert Wood Johnson Foundation and incorporated some elements of pilot efforts.

The initial job development requires a substantial investment in SE, but the cost-effectiveness is realized after the individual obtains a successful employment outcome and is not spending as much time (waiver money) in the ADT setting.

VR is the “cash cow” in funding employment services, whereas APD is limited in funding on-going (Phase 2) support. Waiver providers have to “think outside of the box” in supporting individuals who want to work, such as dream-inspired planning.

Supported Employment should consider varying levels of disability/need when providing skills training. Some individuals may require certain credentials to compete in the field of choice. Other individuals will require training in soft-skills and financial planning.

Providers and advocates should consider lobbying legislators in their districts to advocate for special appropriations that can fund specific training programs.

Some individuals may benefit from an entrepreneurial model of service. A group home provider shared a success story of a resident who started his own landscaping company and is having to turn down business due to the high demands of his service.

One participant recommended bringing employers into the discussion of a system redesign to gain a better understanding of their experiences working with persons with disabilities, what has worked and what has been a problem. How do we ensure individuals have the level of support

and training to meet the need in competitive employment? Knowing the challenges for an employer would be a good idea ahead of time and implementation.

### **Challenges and Opportunities with Group SE**

Group SE services are underutilized – only 41 individuals billed the iBudget waiver for Group SE. This indicates the majority of enclaves and mobile crews are being billed at the “facility-based ADT” rate.

The staffing ratio structure of Group SE is difficult for providers to deliver, compared to facility-based ADT. The reimbursement rate for participants in group supported employment is also significantly less than ADT group rates.

Most employers do not want to hire groups of individuals with disabilities at one time, especially in rural communities.

Some providers are delivering contracted services in a group supported employment setting. This gets to the challenge of altering perceptions/expectations of employers within Florida in order to see it grow significantly.

### **Challenges and Opportunities with ADT**

ADT does not currently distinguish between work-based training and other non-work, life skills training (traditionally known as “Day Habilitation”).

There needs to be recognition that individuals who are aging or just wish to stay in an ADT or would like to receive both SE and ADT is the way to insure individual's interests are being considered in planning meaningful day activities.

It is difficult for many ADT providers to support meaningful day activities out in the community (off-site) without having small staffing ratios. Most ADTs that want to do an off-site model cannot sustain the model daily, so they default to a traditional facility-based model.

A parent advocate shared about her daughter's experiences in an ADT setting. She said it did not support her employment interests – the staff did not know how to individually meet her needs.

Several provider organizations shared how they are supporting community-based activities within their ADT programs. Many are partnering with food banks and other community organizations to support volunteering opportunities and educational field trips (e.g., to the library, fire department).

Some provider organizations are supporting Internship opportunities for individuals to explore options and skills that may lead to competitive employment. Families and employers are sometimes more receptive to individuals starting here.

An ADT provider organization shared how they are supporting work-based skills for 75 individuals through a contract, where individuals package, weigh, and assemble fiber. The provider also supports community-based activities, including volunteering (Meals-On-Wheels) and educational trips (to the library, fire department, etc.).

Provider organizations need to look to other resources, not just rely on VR, to fund employment training programs. One provider representative said his organization received a grant to create culinary program to train individuals in the food industry.

Consider other state examples where systems are evolving in directions that would support the goals of this re-design. Large, statewide systems (like APD) are often hemmed in by rules/regulations, whereas community-based systems may have more freedom to try changes/new strategies.

Consider funding ADT into separate levels based on training needs. Some ADT providers are doing this