

Adult Day Training (ADT)/Supported Employment Workgroup

December 2, 2014

Co-chairs: Nancy Boutot Boutot and Shirley Balogh

Invited (*Names in bold text were in attendance*): **Art Barndt**, Barbara Palmer, Bonnie Florem, Christy Brown, **Clint Bower**, **Debra Noel**, Denise Arnold, Ed DeBardleben, **Grendy Henry**, Jan Pearce, **Jenny Sykes**, **Jim Freyvogel**, **Jim Whitakker**, Jose Carbonell, Julie McNabb, Kali Rose, **Kathy Palmer**, **Kevin Johnson**, Laurie Hoffman, **LeeAnn Herman**, **Lesli Clark**, **Leslie Richards**, **Linda Mabile**, **Lorrie Cline**, **Meghan Murray**, **Minerva Barndt**, **Nancy Boutot**, Paula Whetrow, **Rhonda Beckman**, **Shirley Balogh**, **Shirley Zonneville**, **Stacy Davis**, Stephanie Brown, Suzy Hutcheson, Tom Rankin, Tracey Tolbert, **Troy Strawder**, **Kathy Rusciano**, **Kathy Howell**, **Sue Koziol**, **Mindy Nguyen**, **Marty Norris**, **Harvey Landress**, **Kim Faustin**, **Darnell Forbes**, **Jermaine Lewis**, **Pauline Lipps**, **Kim Aarons**, **Natalia Wong**, **Andy Vega**, **Beth Braden**, **Jean Sherman**, **Mark Barry**, **Barbara Lazarus**, **Robert Gramolini**

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

- 1) Individuals ages 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 may make a Legislative Budget Request (LBR) in January for three 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.

Today we wish to identify peoples' areas of expertise. It is rare for a director to be proactive to invite provider input.

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

Definitions of Terms/Groups

1. Complex Medical Needs

Linda Mabile: Require nursing oversight and intervention over a 24-hour basis or arriving nursing professionals to provide treatment and service as needed. We serve non-ambulatory individuals dependent on others for their care.

Stacy Davis: Working with individuals with complex medical and physical needs; most are non-ambulatory, complex, non-speaking. We have two nurses on staff, serving those ages 22-70 who require medical oversight from an RN.

Nancy Boutot: APD does not have a definition for complex medical needs. You have suggested including nursing oversight and intervention, meeting the needs of those totally dependent on others for care, those who are non-verbal, needing breathing treatment, have co-morbid conditions, need hospital care for rehabilitative services (including physical therapy).

Linda Mabile: Co-morbid condition; more than one category.

Stacy Davis: We serve individuals in group homes; we do not have facility or help once they return from hospital needing extended care.

Linda Mabile: Would like to exclude physical therapy.

Michelle Williams: We have a client who has recently had three visits to hospitals; she cannot go into a group home, no facility for continuing rehabilitation; only option is to leave her in hospital for extended periods.

Clint Bower: This is not an ADT issue. No ADT will serve person who requires ongoing care.

Michelle Williams: We lose them to nursing homes because we are not equipped.

Individuals Ages Sixty and Older Who Do Not Wish to Work

Nancy Boutot: We are talking about competitive integrated employment in the community working at minimum wage or better.

Leslie Richards: Is there consideration for psychiatric issues? When we review requests for funds we see combinations of medical needs requiring a higher rate of supervision and another group needing supervision due to elopement or behavioral issues. Biggest concern – diagnosis of autism or increased supervision to ensure success in day program. Medically involved group may not include all of the needs of intensive behavioral and/or psychiatric issues.

Linda Mabile: I totally agree regarding intervention on behavioral levels; we need a fourth group but we don't want this fourth group isolated.

Art Barndt: Co-morbid though not medical condition, requires greater intervention. If this is not available, it will not work.

Stacy Davis: This is usually not addressed. They are not segregated. Glad that we are addressing the co-morbid needs.

2. Definition of Work

Nancy Boutot: Federal Definition of Employment: competitive, integrated employment for individuals with the most significant disabilities for whom competitive employment has not occurred or has been intermittent due to the severity of the disability. Competitive employment means the individual is paid at minimum wage or better at rate commensurate with those doing same or similar work.

Lesli Clark: As a parent of child who fits into complex medical needs, I know that it will be difficult to find integrated employment. I am looking for volunteering or internship experiences first. There is little available for this needed next step.

Nancy Boutot: Volunteering would be time-limited. There are not many who wish to volunteer forever. Once we have found a good volunteer position, we should not consider our job done or the volunteer position an employment success. What do you think about this?

Debra Noel: Parameters are needed. Volunteerism does not necessarily lead to employment. A good job coach could turn this into something better.

Nancy Boutot: Internships' duration are typically 12 weeks.

Jean Sherman: We cannot assume all interested volunteers are looking for employment; there are those in their 50s who age prematurely who no longer wish to work. Volunteering could be done sporadically rather than a stepping stone to employment. Look at the context of volunteering.

Nancy Boutot: Age will not prevent someone who wishes to volunteer from doing so. Main focus of the pilots is to incentivize employment and get folks from ADT and to work (those willing, able, and wish to work).

Shirley Balogh: Evaluations will be needed after service.

Nancy Boutot: Many we are serving may be viewed as unemployable if they were evaluated with typical standards.

Jean Sherman: Consider looking at volunteer opportunities related to the skills that would enhance employability. Narrow the definition of volunteerism.

Michelle Williams: As a job coach with UCP, this is something we work with daily. Once they volunteer the result is increased drive and desire. It's up to us to establish the link into the community. We must think about how we present the client and have a good name for ourselves in the community.

Nancy Boutot: Sometimes the employer is trusting in provider support for the success of the employment situation, even more so than the employee.

Anything to include in definition of work? Individuals who are able and willing to work. How do we define willing and able? Thoughts?

Include an educational piece for families, clients, employees to overcome fears regarding safety.

Barriers – family says no to working due to loss of benefits fears.

Shirley Balogh: Consider the staffing ratio for ages 60+; also staffing for the employment piece. With the 60+ group, look at a variety of ratios. To take this group into the community we need increased staffing ratio. For those working on our site, staffing after initial phase can decrease. Intensive supports are

needed in the beginning. These can fade over time. We must stay within budget. What can we do differently and remain within budget?

Troy Strawder: Our seniors have ambulatory issues. We receive funding for 1:10 though we support 1:4 ratios for individuals' safety. Definitions of employment – person with a job for 3 hours/week. This is not employment in my book.

Nancy Boutot: At one point the federal definition for employment was 20+ hours per week. This is a good best practice. The general population could not survive on less than 20 hours per week. Include in definition a job is 20 hours per week or more.

Natalia Wong: Families worry less if their family member with a disability is only out in community three hours weekly. Some individuals begin to miss the ADT's social component and do not wish to work full-time. They should be able to choose to remain in ADT and access the socialization of ADT.

Nancy Boutot: Many can be lonely while working. A suggestion is to set up alternative social experiences like job clubs. This builds competition. Encouraged those in ADT who want to attend job club meetings to consider the employment track. Look at how we can provide socialization in the community in lieu of the ADT.

Natalia Wong: There is limited access to the community unless the job coach assists. We offer employment goals as part of our art and music.

Biggest challenges regarding job clubs is lack of transportation. It is difficult to access transportation in addition to transportation to work. Individuals get to the ADT because the ADT picks them up.

Art Barndt: We have 5 years to transition ADTs to integrated employment. We must restructure all that we do in the centers to comply with federal rules. They ask such questions as, "Do you include those without disabilities in the art class?"

Troy Strawder: Marion County is the size of Rhode Island, and we cannot add additional transportation. We would need relief in transportation issues.

Nancy Boutot: We are looking at three pilot sites. What would it cost for us to achieve these goals? Include funding for transportation. Question becomes, "How does this become self-sustaining?" The Legislature needs to be aware of transportation barriers. We must come up with best practices and evaluate pilots regarding what portions are successful and should be kept.

Pilot for SE at last meeting we talked about working with VR who could assist with funding to accomplish goals. What other partners do we wish to consider?

Troy Strawder: Is there a way to incentivize employers from a state level? Incentives for employers to hire those with disabilities.

Nancy Boutot: Follow federal practice of offering incentives. Let's bring this to the attention of the Legislature and use this pilot as a way to do so. Possibly include a payroll tax credit for employers.

Jim Freyvogel: We have opportunity to bring up the need for Florida to become a Medicaid buy-in state. Education of families/people with disabilities who can work 40 hours and keep benefits.

Lesli Clarke: How will those in the willing and able to work group be assessed if they are non-verbal and have behavior issues? What kind of assessment can be done? What assessments are being used after they age out of schools.

There are a variety of assessments available. If you put them in a situation where they can demonstrate their skills and desires.

Nancy Boutot: At the next meeting Jan Pierce will talk about Discovery process which helps professionals know the person holistically for success on a job. Some can be done by observation.

Andy Vegas: What would happen to those able but not willing to work? Some of my clients are not motivated to pursue a job but enjoy the supports and socialization.

Nancy Boutot: We will not force people to go to work but we can raise the expectations and ask, “Where would you like to work?” Not, “Do you want to work?” Refocus people regarding what they will be gaining by competitive employment in the community. The pilots provide a chance for creativity and education to show the fun and benefits of work. How do we educate people to elevate interest in working?

Nancy Boutot: The 5-year CMS transition plan requires us to show how many people in ADTs desire to work. We have thousands who have indicated on the Questionnaire for Situational Information (QSI) that they want to work. Does their understanding of this question mean a job outside of the ADTs? Creating competition and new incentives. Others see individuals employed with the benefits (such as clothes and trips that they can now afford) and this encourages them to also work.

Debra Noel: We need to make people aware that the ADT is not a permanent residence.

Andy Vegas: Education should include what happens if you do not work. Provide a clearer picture of the result of their choice to engage or not engage in the process.

Next Meetings:

Date	Time
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 Boutot’s Email: nancy.boutot@apdcares.org