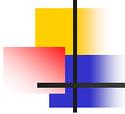


Module #1

Introduction, Intent of Prevocational Services and Definition of Integrated Employment

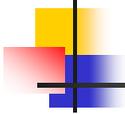
Module One: This module will introduce you to the intent of prevocational services in Family Care. You will also learn what is meant by the term “Integrated Employment” when it is used as part of Family Care policy and as part of the revised prevocational services definition and technical guidelines.



Technical Guidelines for Prevocational Services

- Outlines how managed care organizations should utilize prevocational services.
- IDTs must ensure that prevocational services are provided in ways that are consistent with the revised service definition approved by CMS.

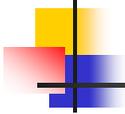
The Technical Guidelines document you just downloaded describes how the Division of Long-Term Care expects that managed care organizations will use prevocational services within Family Care. Interdisciplinary Teams - often called IDT's - must ensure that prevocational services are provided in ways that are consistent with the revised service definition approved by CMS. This training will walk you through the content of the Technical Guidelines so you have a better understanding of what is expected with regard to implementation.



Expectations of MCOs and their service providers

- Division priority to promote and support integrated employment among people with disabilities eligible for or receiving Medicaid-based services.
- Priority is consistent with CMS goals and nationwide trends.

As you may already know, the Division of Long-Term Care administers Family Care. The Division has a strategic priority to promote and support integrated employment among people with disabilities eligible for or receiving Medicaid services. This includes individuals with disabilities receiving long-term care services. The goal of increasing integrated employment participation is consistent with the goals of CMS and nationwide trends in services for people with disabilities.

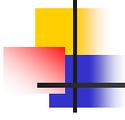


Expectations of MCOs and their service providers

Support members to achieve their employment outcomes in ways that:

- Maximize community integration
- Afford members the opportunity to earn at least minimum wage

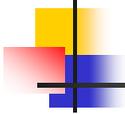
The Division of Long-Term Care expects that Managed Care Organizations – also called MCOs for short - and their contracted employment service providers will support Family Care members to achieve their employment outcomes, and will do so in ways that maximize community integration and afford members the opportunity to earn at least minimum wage.



Intent of Prevocational Services

- Prevocational Services are intended to lead to participation in integrated employment.
- The integrated employment does not have to be full-time
- A member is not required to leave prevocational services completely
- Prevocational services, if authorized, are intended to help Family Care members make **reasonable and continued progress** toward **voluntary participation in at least part-time** integrated employment

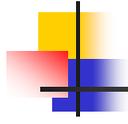
The revised service definition clarifies that Prevocational Services are intended to lead to participation in integrated employment. Please note that the member's participation in integrated employment does not have to be full-time. Therefore, there is not a requirement that a member must leave prevocational services completely. However, if prevocational services are authorized, the services are expected to help the member make reasonable and continued progress toward voluntary participation in at least part-time, integrated employment.



Intent of Prevocational Services

- Voluntary participation
- **Good faith effort** over **sufficient period of time** by IDT and prevocational provider is expected
- Good faith effort includes identifying and addressing any concerns the member or guardian may have about the member participating in integrated employment.

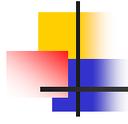
It is important to remember the principle of voluntary participation. We expect, for a variety of reasons, that many members already participating in center-based prevocational services will initially say no to the idea of integrated employment. No one will be forced into integrated employment against his or her will. However, the IDT and prevocational service provider are expected to make a good faith effort over a sufficient period of time to address any concerns the member or guardian may have about participating in integrated employment. In general, the Division expects that MCOs and contracted service providers will promote and support opportunities for integrated employment for working age Family Care members. When this happens, we anticipate that a significant number of working-age members will voluntarily make an informed choice to pursue at least part-time integrated employment as one of their personally identified outcomes.



Integrated Employment

- Working for competitive wage
- ➔ Does not include sub-minimum wage
- ➔ Does not include volunteering

Because integrated employment is an expected outcome of prevocational services, it is important that you understand what is meant by the term “integrated employment.” First, integrated employment always involves working for a competitive wage. A competitive wage is always at least minimum wage. Therefore, employment at sub-minimum wage is not integrated employment. Second, volunteering is not considered integrated employment because there is no wage being paid.



Integrated Employment

- Working in the community
- ➞ No more than two* individuals placed and supported to work together
- ➞ Includes working from home
- ➞ Includes self-employment

*Three or more individuals is considered a work crew or enclave.

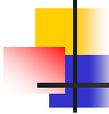
In addition, integrated employment always involves working in the community either in an individualized job or in a situation that involves no more than two people with a disability who are placed and supported to work together. Integrated employment includes working from home and any form of self-employment that takes place at home or in the community.



Integrated Employment

- Working in the community
- ➔ Does not include facility-based employment in a work center
- ➔ Does not include group community employment: work crews; enclaves; or other groups of 3 or more individuals placed and supported to work together

Integrated employment does not include working in facility-based employment in a work center. Integrated employment also does not include group community employment like work crews, enclaves or any group of three or more individuals with disabilities placed and supported to work together.



What is your first and last name?

Enter your first name

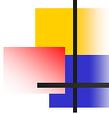
Enter your last name

You are coming to the end of this module. If you are an MCO staff person, please enter your first and last name to confirm that you completed this module, and then click the next button. If you are not an MCO staff person, please enter John Doe or Jane Doe and click the next button.



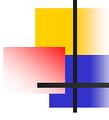
Please indicate the MCO you are employed by, if applicable.

Please indicate the MCO you are employed by, if applicable and then click on the next button. If you are not employed by an MCO, please type N/A and then click the next button.



Do you have any questions about
information presented in module #1?

If you have any questions about the information presented in this module please type them in the box and press the next button. If you have no questions please type "no questions" and press the next button to continue.



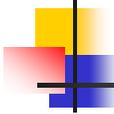
Please rate the quality of the module.

The module was clear and easy to understand.

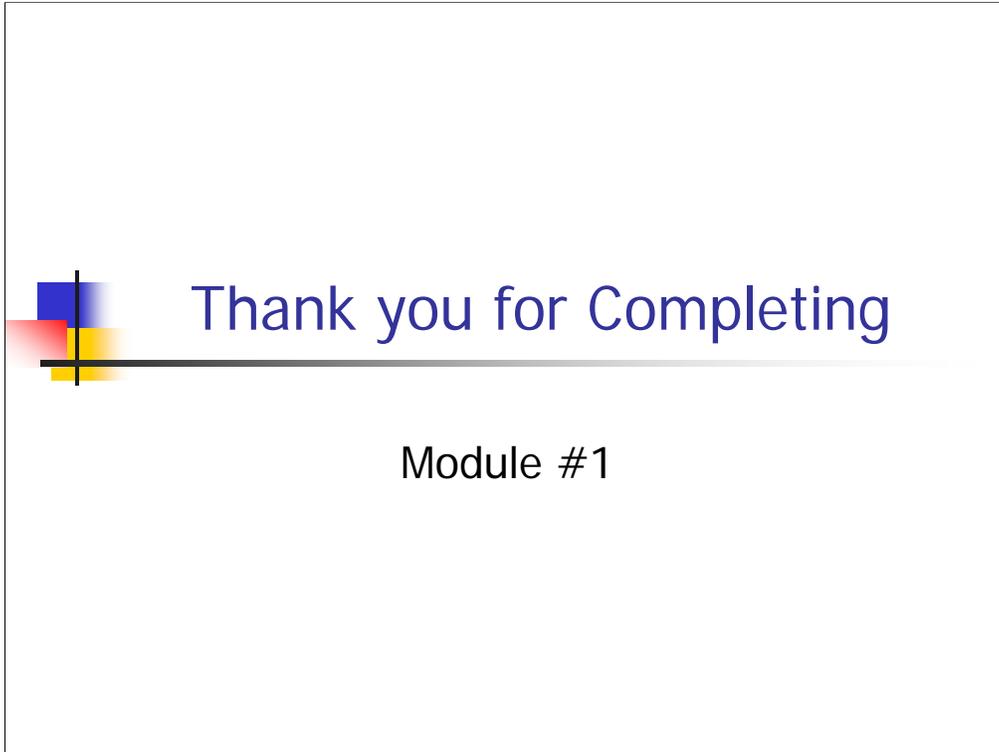
Strongly Disagree
 Disagree
 Neutral
 Agree
 Strongly Agree

Please rate the quality of this module and then press the next button.

Would you like to add any comments?



If you have any additional comments you would like to make please type them into the box and press the next button. If you have no additional comments please type "no comments" and press the next button to continue.



You have now completed this module. To move on to the next module click the next module button.