

# Introduction to Washington's New Supported Employment Medicaid Benefit

August 17, 2016



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# Presenter Introductions

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## Gillian Morshedi and Matt Olsson HomeBase

HomeBase is a nonprofit public interest law firm that provides legal and technical assistance. We work on the local, state, and national level to support communities in implementing responses to homelessness.



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# Learning Objectives

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- Understand the supported employment model and how it complements supportive housing services
- Understand Washington's soon-to-be-approved supported employment Medicaid Benefit, including who will be eligible and the implementation timeline
- Understand basic concepts of the Medicaid payment system, and how supportive housing providers can become eligible for reimbursement for supported employment Medicaid services



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# Quick Poll!

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# Supported Employment Model

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- **Principles of Supported Employment**
  - Every person who wants to work is eligible
  - Competitive jobs are the goal
  - IPS services are integrated with mental health treatment
  - Personalized Benefits planning is provided
  - Job search starts as soon as person expresses interest in working
  - Employment specialists build relationships with employers based upon their clients' work preferences
  - Individual job supports are time unlimited
  - Employment specialists build relationships with employers based upon their clients' work preferences
- **Individual Placement and Support (IPS) Model**
  - An evidence-based practice that assists individuals with significant barriers to work in regular jobs related to their work preferences



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# Supported Employment & Supportive Housing

- Social determinants of health are conditions in which people grow, work, and live that affect and shape health and well-being outcomes. These include employment, housing, education, health care, etc.
- Unemployment, job insecurity, homelessness and housing instability increase health risks and risk of premature death
- People experience homelessness primarily due to inability to pay rent/mortgage
- Education and sustainable employment are critical to a person's ability to afford housing
- Providing access to employment and housing and the support services necessary to maintain them is integral in improving a person's recovery, stability and self-sufficiency



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# Supportive Housing & Supported Employment: Washington's Medicaid Proposal

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Washington has submitted an application to the Centers for Medicare & Medicaid Services (CMS) for a five-year “Section 1115” Medicaid waiver demonstration project, to allow the State to make investments that will assist in spending its Medicaid dollars on the most vulnerable populations.

Three initiatives make up Washington's Medicaid Transformation Waiver:

- Initiative 1: Transformation through Accountable Communities of Health
- Initiative 2: Long-term Services and Supports
- **Initiative 3: Supportive Housing & Supported Employment**



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# Backing Up: Medicaid (Very) Basics

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## Medicaid Reimbursement Requires:



- ✓ A covered service
- ✓ Provided to an eligible and enrolled person
- ✓ By a certified Medicaid Provider



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# Backing Up: Medicaid (Very) Basics

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## Covered Services

- To receive federal Medicaid funding, states must provide a core set of mandatory benefits, such as inpatient hospital services, family planning services, transportation to medical care, etc.
- States can also elect to include additional benefits in their standard plans – so-called “Optional Benefits” – such as prescription drugs, clinic services, etc.
- States can even further expand the services covered by their Medicaid programs, by applying to CMS for waivers, for example



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# Backing Up: Medicaid (Very) Basics

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- One type of waiver is called an 1115 Waiver: 5-year demonstration project, with possibility of renewal
- Allows a state to apply to CMS to:
  - Expand eligibility
  - Restructure funding or payment processes, or
  - Use Medicaid to fund nearly any type of conceivable service if the state can illustrate a medical necessity
- Budget neutrality requirement: State must demonstrate that the proposed changes will have a budget-neutral effect (i.e., over a five-year period, the demonstration project must result in no additional federal spending than if the program did not exist).



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# Washington's 1115 Waiver: Initiative 3 - Supportive Housing and Supported Employment

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- Provision of Targeted Foundational Community Supports
- Seeks to address the linkages between unemployment, homelessness/housing instability and poor physical and mental health
- Creates targeted benefits for supportive housing and **supported employment**



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# Initiative 3: Supported Employment

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The Supported Employment benefit will:

- Assist people who are eligible for Medicaid and have a physical, behavioral, or long-term service need that make it difficult for them to secure and maintain employment
- Provide ongoing services and support needed for those receiving the benefit including:
  - Individualized job coaching and training
  - Employer relations
  - Assistance with job placement



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# Who's Eligible?

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The Supported Employment benefit will target the following populations:

- Aged, Blind, Disabled (ABD)/Housing and Essential Needs (HEN)
- Individuals with severe and persistent mental illness
- Individuals with multiple episodes of inpatient substance use treatment and/or co-occurring disorders
- Working age youth with behavioral health conditions
- Individuals eligible for long-term care services who have a traumatic brain injury



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# Who's Eligible?

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An individual may be eligible for supported employment and supportive housing if he/she falls within eligible populations for both benefits and exhibits a medical functional need for both.



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# Initiative 3: Supported Employment Criteria

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- Managed Care Organizations (MCO)
  - Inability to live in an independent or family setting without support
  - At risk of serious harm to self or others
  - Dysfunction in role performance
  - Risk of deterioration
- Behavioral Health Organizations (BHOs)
  - Access to Care Standards
- ALTSA
  - Comprehensive Assessment and Reporting Evaluation (CARE)



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# What's Covered?

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Proposed Supported Employment services include:

- Support to establish or maintain self-employment (i.e. home-based self employment)
- Combination of:
  - Vocational/job-related discovery or assessment
  - Person-centered employment planning
  - Job placement
  - Job development
  - Negotiation with prospective employers
  - Job Analysis
  - Job carving
  - Training and systemic instructions
  - Job coaching



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# What's Covered?

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- Benefits support
- Training & planning
- Transportation
- Asset development and career advancement services
- Other workplace support services including services not specifically related to job skill training that enable the waiver participant to be successful in integrating into the job setting.



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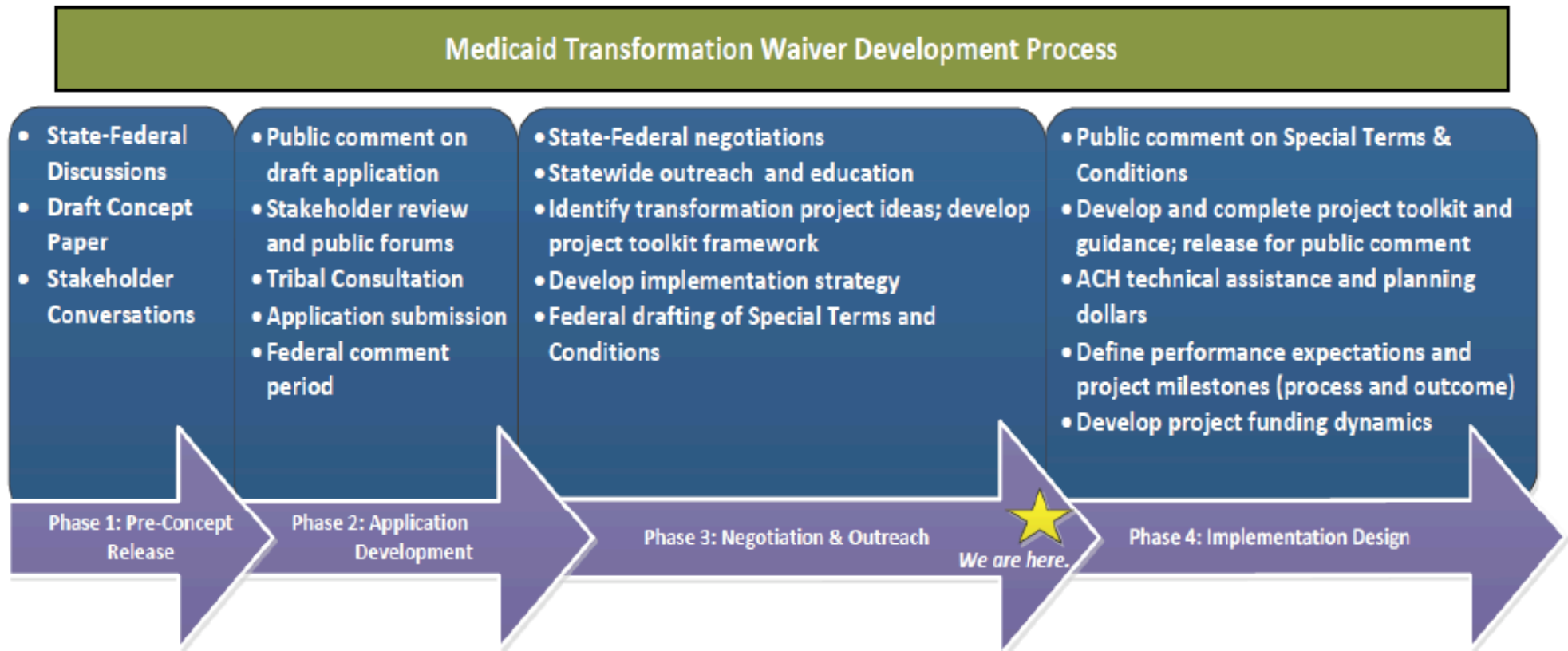
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# Medicaid Transformation Waiver Implementation Timeline



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# Implementation Preparation for Supported Employment Benefit

As of August 4, 2016 implementation preparation includes refining critical policy design elements:

- Continuous Quality Improvement planning strategies
- Continued drafting of supported employment service encounter definitions
- Information Technology preparation
- Planning strategies between the Medicaid benefit and other federally funded programs (i.e. Division of Vocational Rehabilitation)
- Defining outcome measurement (SB5732 – HB1519)
- Cross system/agency collaborations



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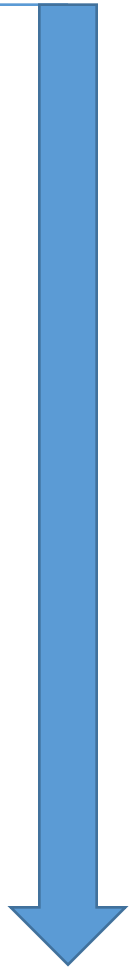
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# Evolving Payment Systems

- Fee for Service
  - By encounters or minutes of service
  - Bundles of service (i.e. episode/day/month)
  - Case rates
- Capitation
  - Defined set of services; per member/per month
  - Financial incentives (i.e. controlling costs/utilization); quality goals met
  - Payment for interventions that improve quality/reduce hospital services
- Delivery System Improvement
  - Investments in: building capacity/support innovation in system; incentive payments tied to milestones and system-level improvements
- Grants and contracts for programs
  - Pay for costs not covered by Medicaid reimbursement



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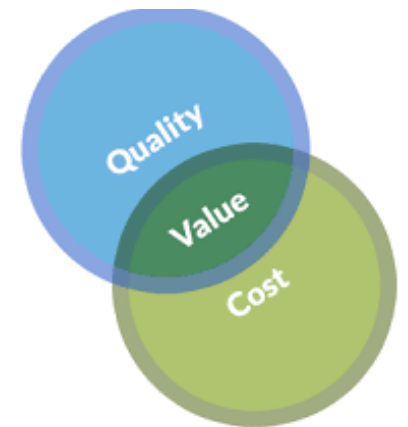


# Paying for Value

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Washington State Health Care Authority is working to change how health care is provided by implementing new models of care that drive toward population-based care.

- Four Payment Redesign Strategies – see <http://www.hca.wa.gov/about-hca/healthier-washington/paying-value>
- Value-based Road Map – see [http://www.hca.wa.gov/assets/program/vbp\\_roadmap.pdf](http://www.hca.wa.gov/assets/program/vbp_roadmap.pdf)



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# Initiative 3: Supported Employment Paying for Value

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Goal: Achieving Better Health, Better Care, and Lower Costs

Transforming how health care is purchased:

- Shift reimbursement strategies away from a system that pays for volume of service to one that rewards quality and outcomes
- State will use its position in the market place to drive transformation as a first mover and market convener:
  - 80% of HCA provider payments will be linked to quality and value by 2019; 90% by 2021 upon approval of the transformation waiver
  - State's annual health care cost growth will decrease 2% by 2019
- State will use its purchasing power to lead by example and accelerate the adoption of value-based reimbursement and alternative payment strategies



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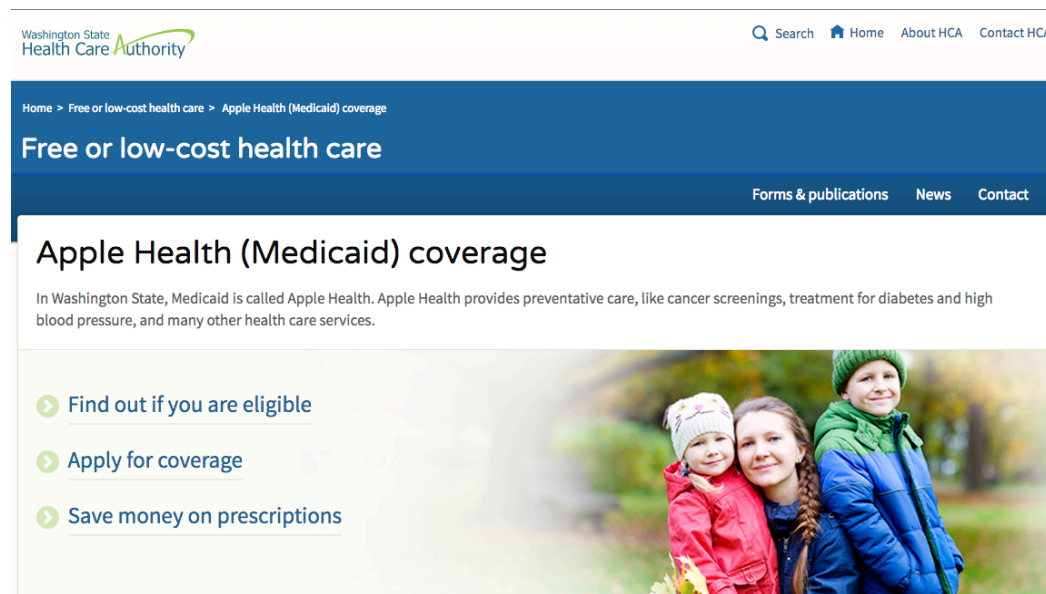
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# Who Can Be Reimbursed by Apple Health for Supported Employment Services?

- Only certified providers can be reimbursed by the State's Medicaid program for providing for covered services
- List of State Medicaid Providers – see <https://fortress.wa.gov/hca/p1findaprovider/>
- Providers must apply to the State to become certified
- Interested providers should contact the Washington Health Care Authority to apply



The screenshot shows the Washington State Health Care Authority website. The page title is "Free or low-cost health care" and the sub-page title is "Apple Health (Medicaid) coverage". The page content includes a description of Apple Health and a list of links: "Find out if you are eligible", "Apply for coverage", and "Save money on prescriptions". The page also features a navigation menu with "Search", "Home", "About HCA", and "Contact HCA".



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# Supported Employment: Provider or Partner?

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## Alternatives to Becoming a Certified Provider

- Partner with other non-certified providers to share administrative burden
- Become an “in-network provider” by contracting with a Medicaid MCO
- Consider partnering with a Health Center as they are required to:
  - Be a Medicaid Provider
  - Conduct outreach and enrollment
  - Offer a broad range of health care services
  - Offer case management
  - See client regardless of insurance status
  - Partner with community organizations



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# Supported Employment: Provider or Partner?

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## Considerations for Becoming a Provider or Deciding to Partner

- How many eligible clients will we have?
- What is our staffing  
Administrative and Finance staff capacity? / Do we have sufficient capacity to handle billing?
- Do we have a sufficiently robust and sophisticated IT system and support?



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# Contact Us

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If you have any further questions, please contact us at:

- **Gillian Morshedi:** (415) 788-7961 x301 or [gillian@homebaseccc.org](mailto:gillian@homebaseccc.org)
- **Matt Olsson:** (415) 788-7961 x314 or [matt@homebaseccc.org](mailto:matt@homebaseccc.org)

# Thank You!



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