

Leading the Way: State Activities to Advance the Employment of People with Disabilities

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ANCOR 2008 Seminar
September 8, 2008

CWD
Center for Workers with Disabilities
a technical assistance center of APHSA and NASMD

APHSA
American Public Human Services Association

Agenda/Objectives

- ❑ Highlight developments and policy issues with Medicaid Infrastructure Grants and Medicaid Buy-In programs
- ❑ Provide an overview of the State Peer Leaders Network
- ❑ Answer questions

Background: Medicaid Infrastructure Grants (MIGs)

- ❑ Created by the Ticket to Work & Work Incentives Improvement Act of 1999.
- ❑ Funded from 2000-2011.
- ❑ Support systems change in Medicaid agencies to improve employment supports.
 - Medicaid Buy-ins.
 - Personal Assistance Services.
 - “Comprehensive Employment Supports.”
- ❑ 40 states currently have a MIG.

Medicaid Infrastructure Grants: Activities

- ❑ Comprehensive MIG grants are intended to connect broader employment services and supports with Medicaid.
- ❑ Examples of Activities:
 - ▣ Engaging private businesses and employers.
 - ▣ Supporting coordination between agencies.
 - ▣ Benefits and work incentives planning.
 - ▣ Education, outreach and training about employment.
 - ▣ Research.

Background: The Medicaid Buy-in

- ❑ Authorized by 2 pieces of Legislation:
 - ▣ The Balanced Budget Act of 1997 (BBA)
 - ▣ The Ticket to Work and Work Incentives Improvement Act of 1999 (TWWIIA)
- ❑ Intended to address a primary barrier to employment: loss of health care
- ❑ The Medicaid Buy-in program allows states to expand Medicaid coverage to working individuals with disabilities whose income and assets would otherwise make them ineligible
- ❑ 41 states currently have a Buy-in in place, and several other states have legislative approval for Buy-ins.

Impacts of MIGs and Buy-in Programs

Impacts from 2001-2008 include:

- ❑ Increased levels of MIG funding to states (\$17 million to \$42 million)
- ❑ Buy-in participation has tripled (30,000 to 90,000 participants)
- ❑ Increased employment & earnings of participants (\$222 million in 2001 to \$556 million in 2006)
- ❑ \$22 million charged for Buy-in premiums in 2006
- ❑ Expansion of personal assistance services in 20 states since 2001

Policy Issues

- ❑ Policy Issues for Buy-ins & MIGs include:
 - ⊙ Definition of “work” in Buy-in programs
 - ⊙ Supporting workers beyond age 64
 - ⊙ Supporting individuals during retirement
 - ⊙ Supporting individuals during periods of temporary job-loss.
 - ⊙ Promoting substantial employment
 - ⊙ Supporting Buy-in enrollment in economic downturns
 - ⊙ Building sustainability into MIG-funded initiatives and collaborations

New Directions

Through MIGs, the NTAR Center and other initiatives, states are advancing employment of people with disabilities:

- Employment-first policies
- Engagement with economic development
- Industry-focused skills training
- Asset development
- State as model employer
- Self-direction and consumer choice

The State Peer Leaders Network

- ❑ Recognizes the significant value to states learning from each other
- ❑ Creates a dedicated forum for information sharing and exchange

Members:

- ❑ State leaders and teams that applied for the State Leaders Innovation Institute (SLII)
- ❑ State leaders with a strong interest in peer learning and the work of the NTAR Leadership Center
- ❑ Alaska, District of Columbia, Florida, Iowa, Kansas, Louisiana, Maine, Montana, New Jersey, Ohio, Oregon, Pennsylvania, Rhode Island, Texas, Vermont, Virginia

State Peer Leaders Network: Major Activities

- Information sharing
- Learning exchange
- Leadership development
- Technical assistance

SPLN: Information Sharing

- ❑ Teleconferences and webinars
 - ▣ Based on our guiding principles, and with a focus on demand-side strategies, we are developing a series of teleconferences and webinars that will highlight innovative strategies and promising state and local practices
- ❑ Topics include:
 - ▣ Blending and Braiding Resources to Support the Employment of Individuals with Disabilities
 - ▣ Sector Strategies for Workers with Disabilities
 - ▣ Building Partnerships with Economic Development
- ❑ Access to NTAR Leadership Center resources and research

SPLN: Learning Exchange

- ❑ Access to a Learning Exchange between the State Leaders Innovation Institute and the SPLN
 - ▣ A Learning Exchange will facilitate the sharing of resources and knowledge among states in the Institute and those in the SPLN through teleconferences, presentations, and site visits
- ❑ Access to information exchange through a Cooperative Inquiry System (CIS)
 - ▣ The CIS is a quarterly survey of SPLN members; members can submit questions/inquiries for the survey. This activity will begin in September 2008 with a survey on outcome measurement.

SPLN: Leadership Development

- ❑ Given the importance of leadership development to promoting systems change, a virtual leadership institute (VLI) will be offered to SPLN members through a series of quarterly webinars
- ❑ The VLI will assist participants in setting active goals and enhancing organizational performance in order to improve outcomes for individuals with disabilities along with building a network of peers
- ❑ The VLI will be led by the National Leadership Consortium on Developmental Disabilities at the University of Delaware, a NTAR Center partner

SPLN: Technical Assistance

- ❑ Members of the SPLN can request technical assistance from the NTAR Leadership Center
- ❑ Technical assistance activities include:
 - ⊙ Telephone/email consultation
 - ⊙ Short consultancy research
 - ⊙ Presentations/meeting facilitation
 - ⊙ Specialized training in topical areas
 - ⊙ State-to-State consultation or site visits
- ❑ Technical assistance is provided as fiscal resources and project capacity allow

SPLN: Emerging Themes

- ❑ Valuing collaboration: state leaders continuing the “state teams” they established for SLII application process
- ❑ Engaging new partners: state leaders looking for guidance & support with engaging partners such as economic development
- ❑ Adapting workforce models: state teams interested in adapting models like on-the-job training and dislocated worker re-entry for individuals with disabilities

About the Center for Workers with Disabilities

- ❑ CWD is a project of the National Association of State Medicaid Directors (NASMD).
- ❑ NASMD is an affiliate of the American Public Human Services Association (APHSA).
- ❑ APHSA is an association comprised of state and local human services professionals from all states and territories.
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