Shared Vision Statement

- The overarching goal is to achieve a *Good Life* as defined by the individual.

- Identify, research and recommend innovative, stable and sustainable solutions to address increasing community inclusion for individuals with I/DD as it relates to independent community living, employment, self-advocacy, relationships and beyond.

- Recommend workforce development & reimbursement strategies to support and strengthen our Direct Support Professionals.

NC Department of Health and Human Services

DHHS I/DD Stakeholder Workgroup Meeting

Kenneth Bausell, I/DD Manager, NC Medicaid
LaToya Chancey, I/DD Team Lead, DMHDDSAS

July 15, 2021

Membership Roll Call Gathered through Attendee List in WebEx

Welcome New Member: Marilyn Thompson

Agenda

- Online Meeting Reminders

- Public Feedback & Engagement

- Approval of Last Meeting's Minutes

- Medicaid Transformation Corner

- Competitive Integrates Employment Corner

- DSP Workforce Development

- Innovations Waiver & Service Delivery System

- Next Meeting Planning

- Questions & Feedback

Online Meeting Reminders

- Please Mute Yourself When Not Speaking

- Raise Hand Feature

- Chat Host for Technical Support

- Solution Focused Objective

- *For meetings in excess of an hour, we will provide a planned 5-minute break at or near the beginning of each hour.*

Review & Approval of Last Meeting's Minutes

Public Feedback & Engagement

- We Encourage the Use of the Chat/Question Feature for Members of the Public
  - Feedback will be synthesized, and an overview will be provided to workgroup members.

- We will attempt to answer as many questions as possible during the meeting.

- Link Provided via Chat to Sign-up to Speak During Public Comment Period of Meeting

Public Feedback Received

- No Public Comment Received Before Meeting

Medicaid
Transformation Corner

Competitive Integrated Employment Corner

Feedback

- How do we support individuals with I/DD to seek and maintain CIE?
  - Recall CIE is defined as employment in an integrated community setting, making minimum wage or higher, where individuals are afforded the same opportunities as others working in the same setting.

- What are the barriers?
  - How do we mitigate those?

- Key factors to strengthen SE and CIE?

- Keys to succeeding at accomplishing CIE goals?

- What are your thoughts around training needs?

DSP Workforce Development

Staff Stability Survey

A total of 120 (22.4%) providers from North Carolina participated in the 2018 NCI Staff Stability Survey

In North Carolina the **average turnover rate for DSPs** in 2018 was **32%**
States ranged from **30.7%** to **62.7%**

Full-Time Vacancy Rate: **4.8%**

Part-Time Vacancy Rate: **9.5%**

Across all service types, agencies paid a **median hourly wage of $11.10**

Among DSPs who _employed_ as of 12/31/18…

- **14%** were employed **less than 6 mos.**
- **13.5%** were employed **6-12 mos.**
- **72.6%** were employed **12 mos. or longer**

Among DSPs who _separated_ from employment in 2018…

- **23.5%** had been employed **less than 6 mos.**
- **19.4%** had been employed **6-12 mos.**
- **42.2%** had been employed **12 mos. or longer**

For more info on the survey and methodology, see the 2018 Staff Stability Report available he

Staff Stability Survey

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States ranged from **23.8%** to **64.8%**

Full-Time Vacancy Rate: **5.6%**

Part-Time Vacancy Rate: **6.9%**

Across all service types, agencies paid a **median hourly wage of $11.47**

Among DSPs who _employed_ as of 12/31/19…

- **11.2%** were employed **less than 6 mos.**
- **12.7%** were employed **6-12 mos.**
- **76.2%** were employed **12 mos. or longer**

Among DSPs who _separated_ from employment in 2019…

- **26.5%** had been employed **less than 6 mos.**
- **16.7%** had been employed **6-12 mos.**
- **34.9%** had been employed **12 mos. or longer**

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What is DHHS Doing?

- **Drafted a Workforce Development Plan that Addresses:**
  - Reimbursement Rates of Services
    - Value Based Payment System Review
  - Strategic Review of Other States
  - Capacity
    - Workforce
    - Use of Technology
  - Underusage of Self-Direction
  - Additional Data Requirements
  - Recommendations

Feedback: How Do We Address the Workforce Crisis?

Innovations Waiver & Service Delivery System

Psychological Evaluations

- Clinical Coverage Policy 8E-5.3 Comprehensive Functional Assessment (CCP 8P-1.1 references 8E; 3.2.2)

    - Within 30 calendar days after a beneficiary is admitted to an ICF/IID, the Interdisciplinary Team shall perform an accurate **comprehensive functional assessment or reassessments** as needed to supplement the preliminary evaluation conducted prior to admission. (42 CFR §483.440 (c)(3).

    - The comprehensive functional assessment of each beneficiary must be reviewed annually by the Interdisciplinary Team for relevancy and updated as needed, and the [ISP] must be revised, as appropriate(42 CFR§ 483.440(f)(2) by the qualified professional(QP).

Psychological Evaluations Continued…

- There are no Medicaid or state-funded service criteria requirements requiring **<u>psychological evaluations</u>** be completed at a specific interval.

Psychological Evaluations Continued

NC Medicaid is exploring extending this current Appendix K language:

- The psychologists, psychological associates or physicians performing initial evaluations of level of care for waiver beneficiaries may use historical medical or psychological evaluations / assessments to determine appropriateness for entrance to either the NC TBI or NC Innovations Waiver.

- Documentation must support that entrance criteria is met.

Psychological Evaluations Continued

- Innovations Waiver: The only requirement for the renewal plan is a check box on the signature page that the individual continues to meet ICF-IID LOC.

  - CC, as a part of the person-centered planning team, makes the decision if an updated evaluation is needed due to changes in the individual's needs.

- NC DMH/DD/SAS is reviewing current service definitions to determine how language can be updated to support individuals with Developmental Disabilities without cognitive impairments.

Technology in Service Definitions

- Remote Support
  - Currently in TBI Waiver Pending CMS Approval
  - Refer to Draft Remote Support Definition in Attachments
  - Allows use of Technology (Monitoring System using Video, Web-Cameras, & Other Technology) for Provision of Services
  - Goal of Service:
    - Introduce Service to NC
    - Operationalize on a Smaller Scale
    - Expand to Innovations Waiver

Home Delivered Meals

- Goal is to Build into Waiver Long-Term

- DHB will Discuss with CMS Ways to Exceed $135K Limit to Ensure Access to Home Delivered Meals Service throughout Waiver Year

FMAP Increase for HCBS

- 10% FMAP Increase for Home and Community-Based Services

- Each State Developed a Plan for the Implementation of the American Rescue Plan Act of 2021, Section 9817

- Submitted to CMS July 12, 2021 for approval

Additional Comments

- NEW Futures – a new service that assist with planning for member after the parents die to assure ongoing care plans are in place as the population ages so that adults with IDD do not end up in restrictive levels of care

- No prior authorization under Innovations Waiver

- Individual Budgets: Estimated vs Actual Costs

- Update on Unified Waitlist

Additional Comments continued…

- Member Jessica Aguilar Submitted "DD Stakeholder Meeting" Document

- This report wants to present some of the conflicts that many Latino families have felt, have problems with and need help.

- Key Areas:
  - Supported Employment
  - Unification of the Waiting List
  - Increased Life in the Community
  - Identified Gaps

Public Comment Period
DMHIDDContact@dhhs.nc.gov

Member Questions & Feedback

Next Meeting Planning

- Review of Public Feedback Received

- Workgroup Members-What Would You Like to Suggest for Agenda Items?
  - Supported Employment Preparation in High School
    - DVR Discussion on Pre-ETS
    - DPI Discussion on Post Secondary Education Options for Middle & High School Students
  - Further Discussion on CIE, DSP Workforce, Medicaid Transformation

2021 Meeting Schedule

Date	Time
Wednesday, March 17, 2021	1:00-3:00 PM
Tuesday, April 6, 2021	3:00-5:00 PM
Thursday, May 20, 2021	3:00-5:00 PM
Thursday, July 15, 2021	3:00-5:00 PM
Thursday, September 16, 2021	3:00-5:00 PM
Thursday, November 18, 2021	3:00-5:00 PM