



Kansas Employment Services Transformation Roadmap

Stephen Hall PhD

Griffin Hammis Associates

February 2016

Kansas Data and Information

- Of the taxpayer dollars spent annually in Kansas on behalf of persons with developmental disabilities, but \$4.3 million, about 8/10 of 1% is spent on Supported and Customized Employment.
- Kansas, the first Employment First state in the nation, currently invests four times less than the average state in real community employment jobs.
- The same person with a disability is 8 times more likely to be working in a real job in his or her community if he or she lived in Nebraska.

Kansas Data and Information

- Kansas investment in Supported Employment is over three million less in actual non-adjusted for inflation dollars than it was 21 years ago.
- Pilot projects have not resulted in persons becoming employed.
- Facility non-work day activity has increased 8.3% since 2012.
- Investment in employment (inflation adjusted) has decreased by 90%.

Kansas Data and Information

- Only one out of every third person providing rehabilitation services in Kansas holds individual credentials or certification of authorized training.
- The \$12 per hour rate of provider payment for Supported Employment in Kansas today is what Illinois paid 33 years ago.

Immediate Remedies

- More of the current overall funding for persons with disabilities in Kansas should be directed to employment at ***no additional costs*** to taxpayers.
- The money directed should significantly increase the provider hourly rate of payment of providing supported and customized employment for both VR and DD, MH, and other persons with disabilities to between \$41-\$53 per hour, increasing VR investment for one year by \$2800 per person employed, reducing ongoing DD, MH etc. by \$6000 every year per person employed.

Immediate Remedies

- Currently between \$4.0 and \$6.0M, about 6% of the \$87.53M total spent on day services and employment, is spent on integrated employment.

Immediate Remedies

- *This analysis supports an 11% rebalancing of day and employment services funding and represents less than 2% of total developmental disabilities services spending, approximately \$9.6M, bringing the total annual investment to \$14M in integrated competitive employment in FY2017.*
- *Similar investment is recommended in services to all persons with disabilities, persons with mental health needs, physical disabilities, and all others.*

Immediate remedies

- Going forward Integrated employment should be increased annually to become 3.4% of every disabilities services total budget, putting Kansas permanently back on the integrated real jobs employment track.
- In 1994 Kansas invested \$7.7 million in Supported Employment (Nebraska \$3 million) for persons with developmental disabilities. The current investment in Kansas is \$4 million. In Nebraska it is \$10 million.

Immediate Remedies

- The new investment should be used to significantly increase the hourly rate of providers who deliver supported and customized employment services.
- More of the money, should go to the salaries/wages of persons who work directly to ensure the employment of citizens with disabilities.

System Changes

- Implement multiple, not one, comprehensive assessments of need, such as the Supports Intensity Scale (SIS) specifically for persons with I/DD to deliver better services at less costs. Re-consider whether or not to use the InterRAI as it has a more medical rather than a community outcome orientation and will likely be used to justify increased costs.
- **Mandate participant-directed services**, a Fiscal Management contracted provider, with individual capped allocations based on need for nearly all Medicaid services, to bring more choice and quality into the system.

System Changes

- Require all VR and other employment rates to be built on an hourly basis based on costs per the September 3, 2015 CMS Guidance.
- Develop a service rate mechanism based on what the state determines to be acceptable individual provider costs.

System Changes

- 37 States Implement an additional Supports Waiver that does not contain a Residential component to provide services at less costs. Kansas should too.
- Multiple 1915 (i) State Plan Amendments will bring back to Kansas federal revenue to provide services and supports to persons with disabilities who do not have an intellectual or developmental disability **without increasing state costs.**

Thank You!

- Stephen Hall PhD
- Director Employment Policy and Research
- Griffin Hammis Associates
- Hallmrcdi@gmail.com
- 502-681-4886