

## RESOURCE SHARING BETWEEN HHS/ Medicaid AND VR for Supported Employment Services

### Resource Sharing for Employment Services

People are more likely to succeed in employment when funding and services available through both **Iowa Vocational Rehabilitation (VR) Services** and **Iowa Medicaid** are shared. Each program has limitations but together they can provide holistic support for someone with a disability who wants to find and keep competitive integrated employment.

The following Resource Sharing document was developed between **VR** and the **HHS/ Medicaid** in January of 2015, updated July of 2022, and again June of 2024. This “cheat sheet” is the result of a collaborative effort by both agencies to satisfy the requirement each had to explore “comparable benefits and services” and address the “payer of last resort” issue.

By establishing this Resource Sharing document, **VR** and **HHS/ Medicaid** have outlined their respective funding obligations when paying for Supported Employment Services (SES) for a mutual client served by both agencies. The document has been updated to reflect the **VR** Menu of Services to fund the necessary employment services (including Supported Employment Services when needed) to help an eligible individual with a disability under the age of 25 to get a competitive integrated job.

The Resource Sharing document also outlines procedural information for individuals on a **HHS/ Medicaid** Waiver waiting list who are eligible to be served by **VR**, including options for long-term follow-up services if Waiver services are not immediately available.

Some additional items to be aware of:

Individuals can receive state plan habilitation or Waiver funded services (including employment services) during the same time period that **VR** is also providing services to them as long as the services provided through state plan habilitation or Waiver *do not duplicate the services* provided by **VR**.

When **VR** closes a case for someone enrolled in state plan habilitation or a Waiver, the person may have a need for ongoing supports to maintain their competitive integrated employment. The **VR** counselor is expected to inform you in advance of the case closure date so that you can submit a timely request for prior authorization for the services that may be needed. *There should be no gap in the availability of*

supports. A gap could jeopardize the person’s ability to maintain the person’s job; therefore, this should be avoided at all costs.

**Resource Sharing Between HHS/ Medicaid and VR for Supported Employment Services**

This section explains how Supported Employment Services (SES) are funded for mutual job candidates who are eligible for both VR services and HHS State Plan HABILITATION or WAIVER services. Funding braided between VR and HHS HABILITATION or WAIVER for SES depends on whether an individual is on or off a waiting list, their age, and the service responsibilities agreed to by each agency.

**SES for Individuals Under Age 25 (VR)**

Effective November 13, 2014, for job candidates under age 25 who are eligible for both VR and HHS State Plan HABILITATION or WAIVER and who require Supported Employment Services, VR implemented a **Memorandum of Agreement (MOA)** with HHS/ Medicaid to establish VR as the payer of first resort for individualized services necessary to obtain and stabilize in competitive integrated employment. Services can include any of the following:

Job Development	Customized Employment	Job Coaching**
<p><b>VR</b>  <b>15-minute units:</b>  <b>\$18.58/ unit</b>            Initial authorization: 160 units with one extension of 80 units, not to exceed 240 units            or  <b>\$74.32/ hour</b>            Up to 40 hours with one extension of 20 hours, not to exceed 60 hours total</p>	<p><b>VR</b>  <b>15-minute units:</b>  <b>\$18.58/ unit</b> as part of SES to negotiate with employer up to 40 units            or  <b>\$74.32/ hour</b>            Up to ten hours</p>	<p><b>VR</b>  <b>15-minute units:</b>  <b>\$12.69/ unit</b> based on the number of hours a job candidate works - to be negotiated between VR and team for up to a two-month period of time            or  <b>\$50.76/ hour</b>            Up to 120 hours</p>

### **Individual Placement and Support (IPS)**

- Milestone #1: 136 units of Career Exploration – \$10.75/ unit = \$1,462.00 or \$43.00/ hr x 34hrs = **\$1,462.00 for VR**
- Milestone #2: 120 units of Job Development (upon accepting job offer) – \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = **\$2,229.90 for VR**
- Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = **\$2,229.90 for VR**
- Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.69/ unit = \$812.16 or \$50.76/ hr x 16hrs = **\$812.16 for VR**

### **Customized Discovery (CD)-Currently available through VR only**

- Milestone #1: up to 160 units/ 40 hours of Discovery – \$18.58/ unit = \$2,856.00 or \$74.32/ hr x 40hrs = **\$2,856.00 for VR + \$743.20 for the Discovery Staging Report (DSR)**
- Milestone #2: up to 160 units/ 40 hours of Job Development – \$18.58/ unit = \$2,856.00 or \$74.32/ hr x 40hrs = **\$2,856.00 for VR**
- Milestone #3: up to 40 units/ 10 hours of Customized Employment - \$18.58/ unit = \$743.20 or \$74.32/ hr x 10hrs = **\$743.20 for VR**
- Milestone #4: up to 320 units/ 80 hours of Supported Job Coaching – \$12.69/ unit = \$3,900.80 or \$50.76/ hr x 80hrs = **\$3,900.80 for VR**
- Milestone #5: up to 8 units/ 2 hours of Natural Support Plan - \$18.58/ unit= \$142.80 or \$74.32/ hr x 2hrs= **\$142.80 for VR + Natural Support Plan Report**

There is no requirement that people must get a job of at least 10 hours a week in order to receive services to obtain a job with the support of VR. VR cases in which a job candidate works less than 10 hours a week require an explanation of why this individual cannot work more than 10 hours a week. The MOA between HHS/ Medicaid and VR is found on this link:

<https://public.powerdms.com/ivrs/documents/1248997>

\*\* NOTE: The agreement between VR and the Department of Education takes precedence over this HHS/ Medicaid agreement for students in transition receiving SES under an IEP.

**SES for Individuals Age 25 and Above (HHS/ VR)**

Effective November 13, 2014, for job candidates age 24 and above, the **WAIVER** pays for job development and job coaching. **VR** funds may pay for Customized Employment and employment services not listed (Customized Discovery, Workplace Readiness Assessment, etc.). In some circumstances, **VR** may assist with job development when deemed necessary, as defined in the Memorandum of Agreement with **HHS/ Medicaid** and **VR**.

<b>Job Development</b>	<b>Customized Employment</b>	<b>Job Coaching**</b>
<p><b>State Plan Habilitation or Waiver (T2018)</b>  <b>\$74.32/ hour</b>                      Initial authorization: 160 units/ 40 hours                      Limit 240 units/ 60 hours per calendar year</p>	<p><b>VR</b>  <b>15 15-minuteits: \$18.58/ unit</b> as part of SES to negotiate with employer up to 40 units                      or  <b>\$74.32/ hour</b>                      Up to ten hours</p>	<p><b>State Plan Habilitation or Waiver (H2025)</b>  <b>Unit = One month</b>                      Payment varies depending on amount of support needed</p> <p>Tier 0: Minimum 1 contact/ month                      Payment: \$76.05/ month</p> <p>Tier1: 2-8 hours/ month                      Payment: \$406.33/ month</p> <p>Tier 2: 9-16 hours/ month                      Payment: \$811.53/ month</p> <p>Tier 3: 17-24 hours/ month                      Payment: \$1,268.94/ month</p> <p>Exception=25 or more hours support/ month;                      Must be reauthorized every 90 days \$50.76/ hr</p> <p><b>Total monthly cost is not to exceed \$3,437.93/ month</b></p>

## Individual Placement and Support (IPS)

VR and Applicable to HCBS Habilitation Waiver only (T2018)

VR continues to support IPS until successful closure has been achieved, but funding may be transferred to HCBS Waiver

- Milestone #1: 136 units of Career Exploration – \$10.75/ unit = \$1,462.00 or \$43.00/ hr x 34hrs = **\$1,462.00 for VR** or T2018 U3 at \$1,462.22 for Medicaid
- Milestone #2: 120 units of Job Development (upon accepting job offer) – \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = **\$2,229.90 for VR** or T2018 U4 at \$2,229.45 for Medicaid
- Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = **\$2,229.90 for VR** or T2018 U5 at \$2,229.45 for Medicaid
- Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.69/ unit = \$812.16 or \$50.76/ hr x 16hrs = **\$812.16 for VR** or T2018 U6 at \$811.53 for Medicaid

**\*\*\* Note: Total monthly cost for all SES not to exceed \$3,302.53/ month for Medicaid**

There is no requirement that people must get a job of at least 10 hours a week in order to receive services to obtain a job with the support of VR. VR cases in which a job candidate works less than 10 hours a week require an explanation of why this individual cannot work more than 10 hours a week.

Additional SES information can be found in the 2024 Menu of Services Manual on this link: <https://public.powerdms.com/ivrs/documents/1634050>

### **SES for VR-Eligible Individuals Waiting for WAIVER**

A job candidate eligible for VR who is waiting for services from WAIVER can be served by VR.

Until WAIVER funds are available, VR may fund all SES employment services which may include job development, customized employment, IPS, and job coaching. (See tables below.) Services for SES are authorized by VR until the time WAIVER funds become available. If or when that occurs, VR would cancel any unused authorizations for remaining services so that WAIVER funding could begin, except in VR cases involving SES for individuals under age 25.

### **SES for VR-Eligible Individuals Ineligible for State Plan HABILITATION or WAIVER**

For **VR-eligible** job candidates who do not qualify for **State Plan HABILITATION** or **WAIVER**, VR may fund all SES employment services which can include job development, customized employment, IPS, and job coaching. (See table below.)

Job Development	Customized Employment	Job Coaching**
<p><b>VR</b>  <b>1515-minute units:</b>  <b>\$18.58/ unit</b>                      Initial authorization: 160 units with one extension of 80 units, not to exceed 240 units                      or  <b>\$74.32/ hour</b>                      Up to 40 hours with one extension of 20 hours, not to exceed 60 hours total</p>	<p><b>VR</b>  <b>15-minute units:</b>  <b>\$18.58/ unit</b> as part of SES to negotiate with employer up to 40 units                      or  <b>\$74.32/ hour</b>                      Up to ten hours</p>	<p><b>VR</b>  <b>15-minute units:</b>  <b>\$12.69/ unit</b> based on the number of hours a job candidate works - to be negotiated between VR and team for up to a two-month period of time                      or  <b>\$50.76/ hour</b>                      Up to 120 hours</p>

Individual Placement and Support (IPS)
<ul style="list-style-type: none"> <li>● Milestone #1: 136 units of Career Exploration – \$10.75/ unit = \$1,462.00 or \$43.00/ hr x 34hrs = <b>\$1,462.00 for VR</b></li> <li>● Milestone #2: 120 units of Job Development (upon accepting job offer) – \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = <b>\$2,229.90 for VR</b></li> <li>● Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$18.58/ unit = \$2,229.90 or \$74.32/ hr x 30hrs = <b>\$2,229.90 for VR</b></li> <li>● Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.69/ unit = \$812.16 or \$50.76/ hr x 16hrs = <b>\$812.16 for VR</b></li> </ul>

**Customized Discovery (CD) - Currently available through VR only**

- Milestone #1: up to 160 units/ 40 hours of Discovery – \$18.58/ unit = \$2,856.00 or \$74.32/ hr x 40hrs = **\$2,856.00 for VR + \$712.03 for the Discovery Staging Report (DSR)**
- Milestone #2: up to 160 units/ 40 hours of Job Development – \$18.58/ unit = \$2,856.00 or \$74.32/ hr x 40hrs = **\$2,856.00 for VR**
- Milestone #3: up to 40 units/ 10 hours of Customized Employment - \$18.58/ unit = \$714.00 or \$74.32/ hr x 10hrs = **\$714.00 for VR**
- Milestone #4: up to 320 units/ 80 hours of Supported Job Coaching – \$12.69/ unit = \$3,900.80 or \$50.76/ hr x 80hrs = **\$3,900.80 for VR**
- Milestone #5: up to 8 units/ 2 hours of Natural Support Plan - \$18.58/ unit= \$142.80 or \$74.32/ hr x 2hrs= **\$142.80 for VR + Natural Support Plan Report**

Identified source for long-term job coaching services, to the extent needed by the individual, is required for VR Supported Employment Services. Funding (or sources) to provide these services can include county funding, natural supports, PASS, IRWE, MH worker, independent living, or other no-cost resources.

The source providing long-term job coaching, to the extent needed by the individual, is identified on the VR Individualized Plan for Employment (IPE) and the SES Placement Agreement. A plan for natural supports requires a detailed description of how the natural support will be trained and the agreement on how to connect with the long-term provider when difficulties arise requiring more continued involvement by the CRP.