

## **RESOURCE SHARING BETWEEN HHS/Medicaid AND IVRS 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 Services (IVRS) 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 IVRS and the HHS/Medicaid in January of 2015 and updated July of 2022. 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, IVRS 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 new (2022) IVRS Menu to fund the necessary employment services (including Supported Employment Services when needed) to help an eligible individual with a disability under the age of 24 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 IVRS, 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 IVRS 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 IVRS.

When IVRS 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 IVRS 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 IVRS for Supported Employment Services

This section explains how Supported Employment Services (SES) are funded for mutual job candidates who are eligible for both **IVRS** services and **HHS State Plan HABILITATION or WAIVER** services. Funding braided between **IVRS** 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 24 (IVRS)

Effective November 13, 2014, for job candidates under age 24 who are eligible for both **IVRS** and **HHS State Plan HABILITATION or WAIVER** and who require Supported Employment Services, **IVRS** implemented a **Memorandum of Agreement (MOA)** with **HHS/Medicaid** to establish **IVRS** 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**
<b>IVRS</b> <b>15 minute units:</b> <b>\$17.85/unit</b> Initial authorization: 160 units with one extension of 80 units, not to exceed 240 units or <b>\$71.40/hour</b> Up to 40 hours with one extension of 20 hours, not to exceed 60 hours total	<b>IVRS</b> <b>15 minute units:</b> <b>\$17.85/unit</b> as part of SES to negotiate with employer up to 40 units or <b>\$71.40/hour</b> Up to ten hours	<b>IVRS</b> <b>15 minute units:</b> <b>\$12.19/unit</b> based on the number of hours a job candidate works - to be negotiated between IVRS and team for up to a two month period of time or <b>\$48.76/hour</b> Up to 120 hours

### Individual Placement and Support (IPS)

- Milestone #1: 136 units of Career Exploration – \$10.33/unit = \$1,404.88 or \$41.32/hr x 34hrs = **\$1,404.88 for IVRS**
- Milestone #2: 120 units of Job Development (upon accepting job offer) – \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = **\$2,142.00 for IVRS**
- Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = **\$2,142.00 for IVRS**
- Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.19/unit = \$780.16 or \$48.76/hr x 16hrs = **\$780.16 for IVRS**

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

- Milestone #1: up to 160 units/40 hours of Discovery – \$17.85/unit = \$2,856.00 or \$71.40/hr x 40hrs = **\$2,856.00 for IVRS + \$712.03 for the Discovery Staging Report (DSR)**
- Milestone #2: up to 160 units/40 hours of Job Development – \$17.85/unit = \$2,856.00 or \$71.40/hr x 40hrs = **\$2,856.00 for IVRS**
- Milestone #3: up to 40 units/10 hours of Customized Employment - \$17.85/unit = \$714.00 or \$71.40/hr x 10hrs = **\$714.00 for IVRS**
- Milestone #4: up to 320 units/80 hours of Supported Job Coaching – \$12.19/unit = \$3,900.80 or \$48.76/hr x 80hrs = **\$3,900.80 for IVRS**
- Milestone #5: up to 8 units/2 hours of Natural Support Plan - \$17.85/unit= \$142.80 or \$71.40/hr x 2hrs= **\$142.80 for IVRS + 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 **IVRS**. **IVRS** 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 **IVRS** is found on this link:

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

**\*\* NOTE:** The agreement between **IVRS** 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 24 and Above (HHS/IVRS)

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

Job Development	Customized Employment	Job Coaching**
<b>State Plan Habilitation or Waiver (T2018)</b> <b>\$71.39/hour</b> Initial authorization: 160 units/40 hours Limit 240 units/60 hours per calendar year	<b>IVRS</b> <b>15 minute units:</b> <b>\$17.85/unit</b> as part of SES to negotiate with employer up to 40 units or <b>\$71.40/hour</b> Up to ten hours	<b>State Plan Habilitation or Waiver (H2025)</b>  <b>Unit = One month</b>  Payment varies depending on amount of support needed  Tier 1: Minimum 1 contact/month Payment: \$73.05/month  Tier 2: 1-8 hours/month Payment: \$390.33/month  Tier 3: 9-16 hours/month Payment: \$779.57/month  Tier 4: 17-25 hours/month Payment: \$1,218.96/month  Tier 5: 26 or more hours/month Payment: \$48.75/hour  Must be reauthorized every 90 days  <b>Total monthly cost is not to exceed \$3,302.53/month</b>

### Individual Placement and Support (IPS)

**IVRS** and Applicable to **HCBS Habilitation Waiver only (T2018)**

**IVRS** 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 – \$10.33/unit = \$1,404.88 or \$41.32/hr x 34hrs = **\$1,404.88 for IVRS** or **T2018 U3** at **\$1,404.63 for Medicaid**
- Milestone #2: 120 units of Job Development (upon accepting job offer) – \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = **\$2,142.00 for IVRS** or **T2018 U4** at **\$2,141.64 for Medicaid**
- Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = **\$2,142.00 for IVRS** or **T2018 U5** at **\$2,141.64 for Medicaid**
- Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.19/unit = \$780.16 or \$48.76/hr x 16hrs = **\$780.16 for IVRS** or **T2018 U6** at **\$779.57 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 **IVRS**. **IVRS** 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 2022 Menu of Services Manual on this link: <https://public.powerdms.com/IVRS/documents/1634050>

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

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

Until **WAIVER** funds are available, **IVRS** 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 **IVRS** until the time **WAIVER** funds become available. If or when that occurs, **IVRS** would cancel any unused authorizations for remaining services so that **WAIVER** funding could begin, except in **IVRS** cases involving SES for individuals under age 24.

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

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

<b>Job Development</b>	<b>Customized Employment</b>	<b>Job Coaching**</b>
<p><b>IVRS</b>  <b>15 minute units:</b>  <b>\$17.85/unit</b>  Initial authorization: 160 units with one extension of 80 units, not to exceed 240 units  or  <b>\$71.40/hour</b>  Up to 40 hours with one extension of 20 hours, not to exceed 60 hours total</p>	<p><b>IVRS</b>  <b>15 minute units:</b>  <b>\$17.85/unit</b> as part of SES to negotiate with employer up to 40 units or  <b>\$71.40/hour</b>  Up to ten hours</p>	<p><b>IVRS</b>  <b>15 minute units:</b>  <b>\$12.19/unit</b> based on the number of hours a job candidate works - to be negotiated between IVRS and team for up to a two month period of time  or  <b>\$48.76/hour</b>  Up to 120 hours</p>

<b>Individual Placement and Support (IPS)</b>
<ul style="list-style-type: none"> <li>• Milestone #1: 136 units of Career Exploration – \$10.33/unit = \$1,404.88 or \$41.32/hr x 34hrs = <b>\$1,404.88 for IVRS</b></li> <li>• Milestone #2: 120 units of Job Development (upon accepting job offer) – \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = <b>\$2,142.00 for IVRS</b></li> <li>• Milestone #3: 120 units of Job Development (upon 45 days of successful job retention) - \$17.85/unit = \$2,142.00 or \$71.40/hr x 30hrs = <b>\$2,142.00 for IVRS</b></li> <li>• Milestone #4: 64 units of Supported Job Coaching (upon 90 days of successful job retention) – \$12.19/unit = \$780.16 or \$48.76/hr x 16hrs = <b>\$780.16 for IVRS</b></li> </ul>

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

- Milestone #1: up to 160 units/40 hours of Discovery – \$17.85/unit = \$2,856.00 or \$71.40/hr x 40hrs = **\$2,856.00 for IVRS + \$712.03 for the Discovery Staging Report (DSR)**
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- Milestone #4: up to 320 units/80 hours of Supported Job Coaching – \$12.19/unit = \$3,900.80 or \$48.76/hr x 80hrs = **\$3,900.80 for IVRS**
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Identified source for long-term job coaching services, to the extent needed by the individual, is required for **IVRS** 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 **IVRS** Individualized Plan for Employment (IPE) and the SES Placement Agreement (Section IV. of Employment Analysis form). 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.