



NC Department of Health and Human Services

# DHHS I/DD Stakeholder Workgroup Meeting

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May 20, 2021

# Agenda

- Online Meeting Reminders
- Public Feedback & Engagement
- Approval of Last Meeting's Minutes
- Review OUR Shared Vision
- Accessing Services in NC
- Supported Decision Making Options
- Competitive Integrated Employment Update
- Direct Support Professional Workforce
- 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

- **How is Workgroup Impacting DHHS' Work?**
- **Sharing of Workgroup Information**
  - Please Share Information with Others
  - Refer to Commissions and Councils Page for Meeting Information
- **DHHS I/DD Stakeholder Workgroup Make-up**
  - Addressed in Later Slide
  - Results Posted with Meeting Information
- **Progress Towards Language Translations**
  - Currently Working on PDF Translations; DHHS Site Translates (Top Right Corner)

# Public Feedback

- **Unified Waitlist**
  - **Ownership of RUN**
  - **Access to Information of Individuals on RUN**
  - **Access to Services to Individuals on the RUN**
- **Supporting Individuals with Aging Parents**
- **Children with Ventilator Support Placed Out of State**

Membership Roll Call  
Gathered through  
Attendee List in  
WebEx

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# Welcome New Member!

- **Workgroup Membership: Early Intervention**
  - Marilyn Thompson, PT
  - Physical Therapist , CDSA of WNC
  - Division of Public Health, Early Intervention Branch
  - NC Department of Health and Human Services

# Review DHHS IDD Workgroup Survey Results

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# Review Shared Vision



# Shared Vision Statement Draft

- 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.

# The How...

- Collaboration, Leadership & Dignity of Risk
- State systems designed to find and identify children with I/DD, Autism and TBI through strategic outreach.
- Personal and System Outcomes
- Engaging Historically Marginalized Populations
- Developing & Expanding PERSONAL Support Systems
- Exploring and accessing inclusive post secondary educational opportunities to enhance employment options
- Access to Supports & Services, including support for individuals in crisis, at EDs, and sudden loss of caregivers

# Accessing I/DD Services in NC



# Accessing I/DD services in North Carolina

## What do I need to know?

- You **MUST** have established residency in NC
- Documentation regarding I/DD or TBI diagnosis is **REQUIRED** (i.e., psychological)
  - Individuals diagnosed with a brain injury by the age of 21 may be eligible for I/DD services
- NC has a Registry of Unmet Needs for the **Innovations Waiver**

## Who do I contact?

- To check for I/DD services available in your area, **find and contact your respective LME-MCO**
- For Disability Benefits (i.e. SSI), find and contact your **county's Social Security Administration** and/or **Apply for Disability Benefits through SSA online**
- For other benefits (NC Medicaid, assistance programs, etc.) find and contact your **county's Department of Social Services** or **Apply Online**

## Where can I find more information?

- Ages 0-5 **Children's Developmental Services Agencies**
- Ages 0-20 **Women's and Children's Health Section: Children and Youth Branch**
- Ages 0-21 with Medicaid **EPSDT**
- **Medicaid Programs and Services**
- **Services for People who do not have Medicaid**

## What do I do if I have more questions?

- **Contact your respective LME-MCO** for questions about I/DD Services
- For **State Operated Healthcare Facilities** contact [monica.harrelson@dhhs.nc.gov](mailto:monica.harrelson@dhhs.nc.gov)
- For all other community services and/or trouble contacting an LME-MCO, contact the Customer Service and Community Rights Team at 984-236-5300 or email [dmh.advocacy@dhhs.nc.gov](mailto:dmh.advocacy@dhhs.nc.gov).

All bolded and underlined items are hyperlinks to websites to locate agencies and gather information

# Additional Resources

## Ages 0-21 with Medicaid

- **Early Periodic Screening Diagnostic and Treatment (EPSDT)**
  - **Personal Care Services** can be requested under EPSDT for those with Medicaid aged 21 and under with a physician's referral
- **Community Alternatives Program for Children (CAP/C)**
  - Ages 0-20
- For Research Based-Behavioral Health Treatment eligibility, **Contact your respective LME-MCO**

## Additional Medicaid Programs and Services

- **Behavioral Health Services**
- **Community Alternatives Program for Disabled Adults (CAP/DA)**
- **Home Health Services**
- **Personal Care Services (PCS)**
- **Private Duty Nursing**
- For additional Medicaid services eligibility (B3 Services, In Lieu of Services, ICF-IID), **Contact your respective LME-MCO**

## Additional Resources

- **Contact your respective LME-MCO** for services available in you area
- **Autism Society of North Carolina**
- **The Arc of North Carolina**
- **First in Families of North Carolina**
- **Brain Injury Association of North Carolina**
- **Community Empowerment and Engagement**
- Contact **Hope4NC** for emotional support and additional community resources.

All bolded and underlined items are hyperlinks to websites to locate agencies and gather information

# Medicaid Transformation Corner

- **1915 (b)(3) Services**
- **1915(i) Options**
- **Working to Determine How to Develop More Long-Term Community Based Services That are Not Time-Limited**

# Decision Making Support Options in NC



# Decision-Making Support Options in North Carolina

## Supported Decision-Making

- Person makes their own decisions
- Person and team determine and document needed supports
- Person receives support from team when needed
- Can be completed formally or informally

## Advance Directive

- Person makes their own decisions
- Form documents medical wishes for others to make for them if incapacitated
- Legal document – can be completed with an attorney but not required

## Representative Payee

- Person makes their own decisions
- Person receives support to manage state and federal benefits (i.e. SSI, SSDI, etc.)
- Formal process of Representative Payee appointment completed by Social Security Administration

## Power of Attorney

- Person participates in as many decisions as possible
- Another person makes decisions defined in specific circumstances as documented
- Legal document – typically prepared with assistance from an attorney

## Guardianship

- Person's ability to make decisions may be limited
- Legal appointment of substitute decision-maker through court process
- Court ordered relationship to make personal decisions, financial decisions, or both
  - Anyone may file a motion to the court for a hearing to restore rights

# Additional Resources to Learn More About...

## Supported Decision-Making

- [Autism Society of NC](#)
- [First in Families NC](#)
- [National Resource Center for Supported Decision-Making](#)

## Advance Directive

- [Medical Care Decisions and Advance Directives: What You Should Know](#)
- [Secretary of State Forms](#)

## Representative Payee

- [Find your local Social Security Office](#)

## Power of Attorney

- [Secretary of State Forms](#)
- [Power of Attorney Form Examples/Options](#)

## Guardianship and Alternatives

- Types of Guardianship include Guardian of the Person, Guardian of the Estate, and General Guardian
  - [NC Courts-About Guardianship in NC](#)
    - [Find your local Court](#)
  - [The Arc of North Carolina-Guardianship](#)
  - [Disability Rights NC-Self-Determination and Guardianship](#)
    - [Rights Restoration](#)
  - [Rethinking Guardianship](#)

# Competitive Integrated Employment Update



# Cross Divisional Collaboration

- NC DHHS is updating and expanding efforts to facilitate and enhance employment services and supports
- Offering meaningful day options and enhanced supports for individuals transitioning from segregated settings to integrated and inclusive options
- Aligns with Olmstead and HCBS Final Rule
- Goal is to actively engage individuals with disabilities, their families, providers, advocates and other stakeholders

# Cross Divisional Collaboration

- **Update & Align State & Medicaid Funded Services**
  - Includes Supported Employment
- **Informed Choice Education**
- **Develop & Provide Trainings to Providers**
- **Develop & Issue CIE Planning Guide**

# 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?

# General Assembly Corner



# S103-Reduce Regulations to Help Children with Autism

- Governor Cooper has signed S103, An Act to Reduce Unnecessary Regulatory Constraints for Applied Behavior Analysis, into law May 17, 2021
- Purpose: The practice of behavior analysis in North Carolina affects the public health, safety, and welfare of citizens of North Carolina and shall be subject to regulation to protect the public from (i) **the practice of behavior analysis by unqualified individuals** and (ii) **unprofessional, unethical, or harmful conduct by individuals licensed to practice behavior analysis.**

# Direct Support Professional Pay Will Review July 2021 Meeting

## Staff Stability Survey

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

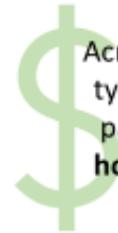


In North Carolina the **average turnover rate for DSPs** in 2018 was **32%**  
States ranged from **30.7%** to **62.7%**



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 were ***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 here:

<https://www.nationalcoreindicators.org/staff-stability-survey/>

# Bills Introduced in General Assembly

- **SB 447-Living Wage for NC Workers/ HB850 Economic Security for All**
  - Increase Minimum Wage to \$15 by 9/1/2025
  - Removes language allowing subminimum wage employment (i.e., 14c)-SB ONLY
- **HB891=S673 – Up Minimum Wages/No Subminimum or Exemptions**
  - Increase Minimum Wage to \$15/hr. by 1/1/23
  - Annual review to determine additional adjustments
  - Removes Subminimum Wage allowance
  - **H612** similar language

# Bills: Medicaid

- **SB615 – Direct Care Worker Wage Passthrough/Medicaid**

- 15% rate increase for State Plan PCS, CAP-C and CAP-DA
- Hourly DSP pay of \$15/hr.
- \$9,300,000 in recurring funds-2021-2022 fiscal year & the sum \$21,850,000 in recurring funds-2022-2023 fiscal year

## Bills: ICFs

- **HB665=H665 – Address Direct Sup. Staffing Crisis/Medicaid; S610**
  - ICF/IID adjustment of PMPM
  - \$59,400,000 in recurring federal funds for the 2021-2022 fiscal year and \$55,600,000 for the 2022-2023

# Bills: HCBS Waivers and ICFs

- **HB 914-Support Our Direct Care Workforce**
  - Requests \$160 million recurring state dollars and \$333,674,792 recurring Medicaid dollars to increase wages for Direct Support Workers.
  - 80% to DSPs of increase
  - All HCBS Waivers & ICFs

# 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?

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# Public Comment Period

[DMHIDDContact@dhhs.nc.gov](mailto:DMHIDDContact@dhhs.nc.gov)

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# Member Questions & Feedback



# Next Meeting Planning

- Review of Public Feedback Received
- Workgroup Members-What Would You Like to Suggest for Agenda Items?

# 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
<b>Thursday, July 15, 2021</b>	<b>3:00-5:00 PM</b>
Thursday, September 16, 2021	3:00-5:00 PM
Thursday, November 18, 2021	3:00-5:00 PM