



# Intellectual/Developmental Disabilities Introduction

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**4/10/2023**

# What is IDD?

## **Intellectual and Developmental Disabilities**

- Begins at birth or during childhood before 22 years of age**
- Chronic**
- Adversely affects an individual's daily living and functioning**

# Common IDD

- **Intellectual Disability**
- **Cerebral Palsy**
- **Autism Spectrum Disorder**
- **Down Syndrome**
- **Angelman Syndrome**
- **Prader-Willi Syndrome**
- **Fragile X Syndrome**
- **Fetal Alcohol Spectrum Disorder (FASD)**
- **Traumatic Brain Injuries\***

SOURCE: <https://www.mayinstitute.org/autism-aba/developmental-disabilities.html>

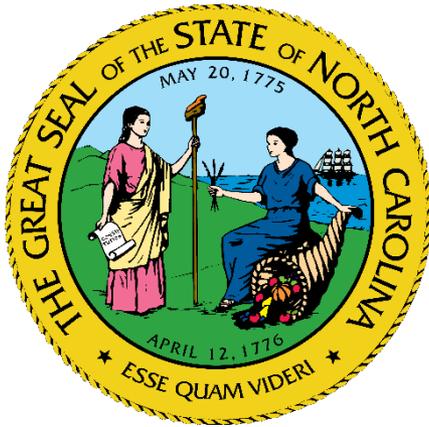
## IDD in North Carolina

<b>Prevalence</b>	
<b>Prevalence For Ages 3-17</b>	<b>Prevalence For Ages 18+</b>
6.99%	0.79%
<b>North Carolinians</b>	
132,801	66,223

**SOURCE:** Estimates are based on US prevalence rates referenced below applied to July 2022 NC OSBM population projections for NC. There are no state-specific prevalence rates available.

# Developmental Disabilities





NC Division of Mental Health, Developmental Disabilities and  
Substance Abuse Services, NC Vocational Rehabilitation And NC  
Division of Health Benefits

## **Accessing Competitive Integrated Employment Services**

Tina Barrett, I/DD Team Lead, DMH/DD/SAS

April 10, 2023

## What is Competitive Integrated Employment?

- The **Workforce Innovation and Opportunity Act (WIOA)** defines competitive integrated employment as work that is performed on a full-time or part-time basis for which an individual is:
  - (a) compensated **at or above minimum wage** and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
  - (b) receiving the **same level of benefits provided** to other employees without disabilities in similar positions;
  - (c) at a location where **the employee interacts with other individuals** without disabilities; and
  - (d) presented **opportunities for advancement** similar to other employees without disabilities in similar positions.

# Preparing to Access Competitive Integrated Employment



Express interest in  
Employment



Discussion with Family,  
Natural Supports, Care  
Coordinator, Providers,  
etc.



Start Thinking of a Work  
Goal



Consider Community  
Resources Needed to Get  
to Work



Determine if you will need  
Employment Support

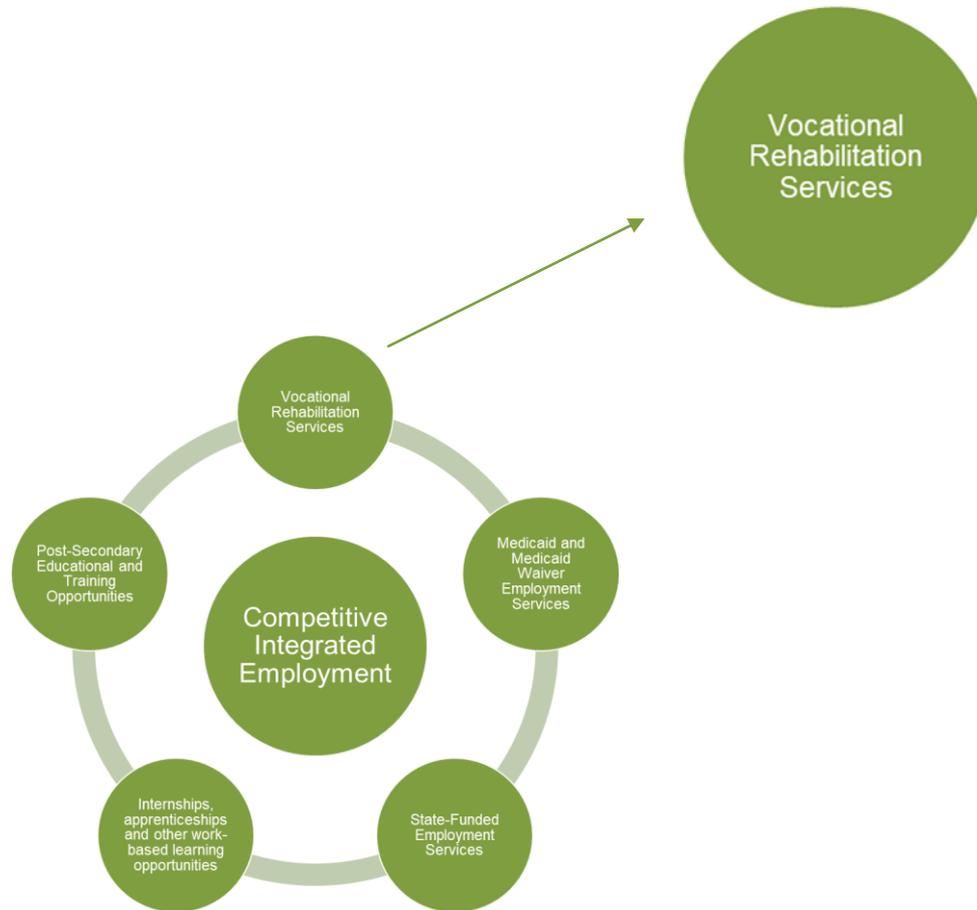


Initiating & Accessing  
Employment Services and  
Resources

# Pathways to Competitive Integrated Employment



# Vocational Rehabilitation Services



## **Mission of Vocational Rehabilitation (VR)**

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**Promote competitive integrated employment and independence for people with disabilities through client partnership and community leadership.**





## VR Helps Clients Achieve Goals for Employment

**No work  
experience**



**Identify  
employment  
goal and find  
first job**

**Returning to work**



**Go back to  
same job  
or find  
similar job**

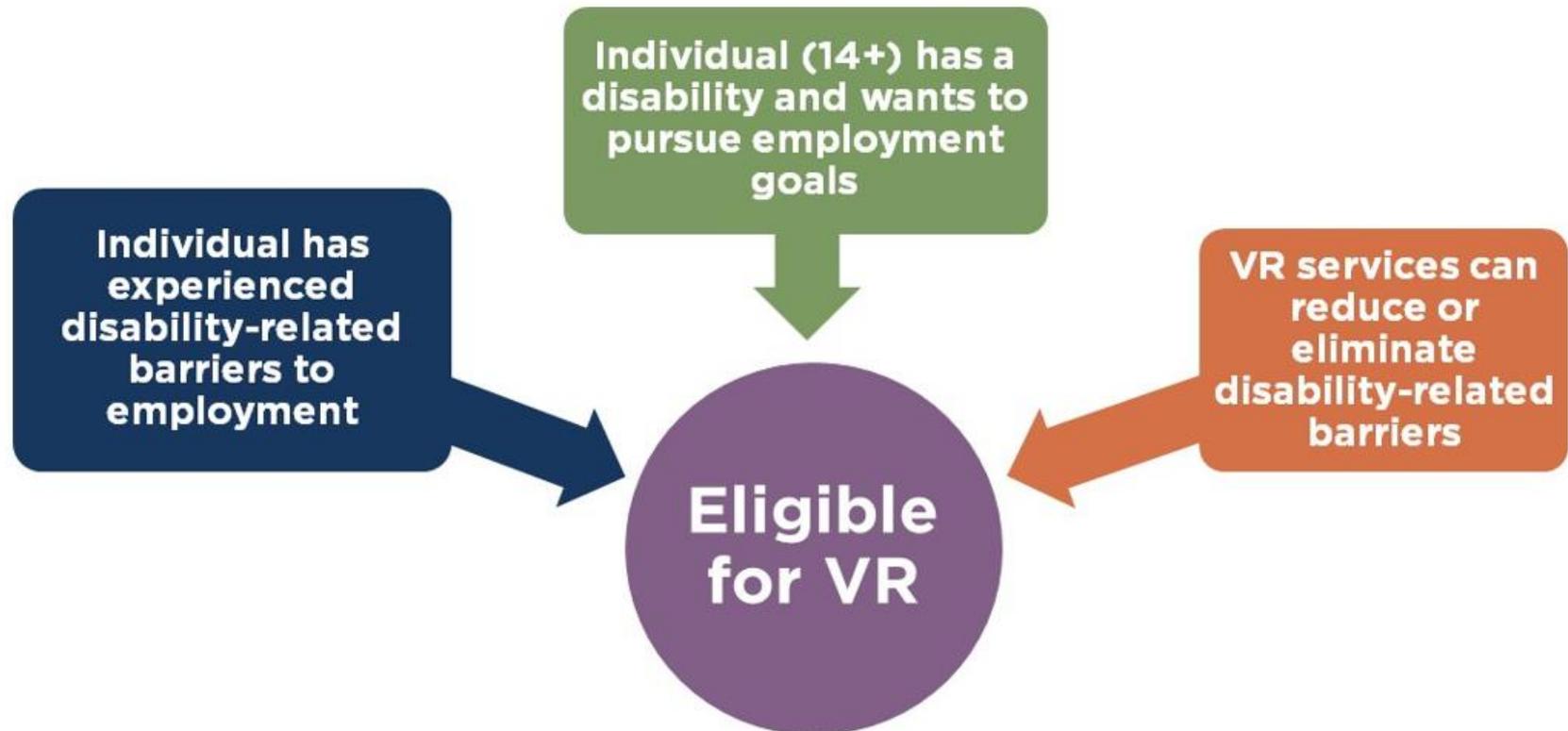
**At risk of losing  
job**



**Overcome  
challenges  
and continue  
to work**

# Who is Eligible for VR Services?

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## How to Refer Someone to VR

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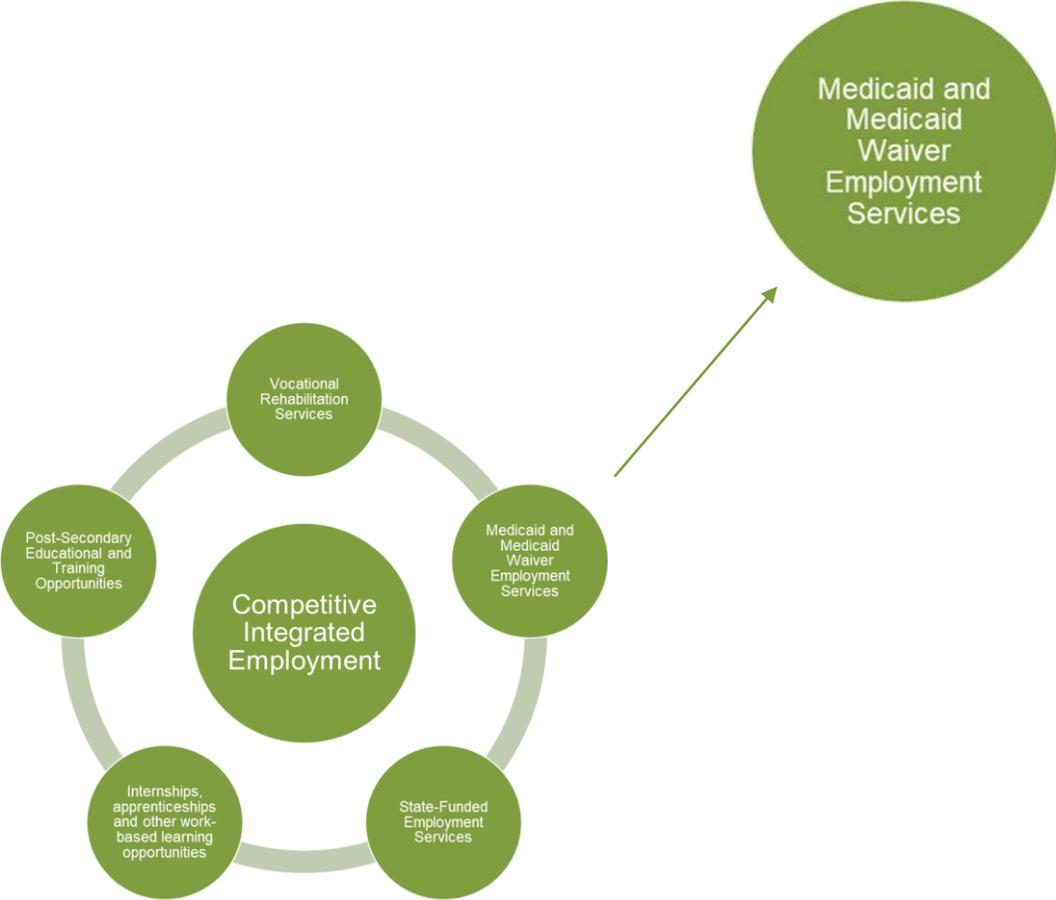
### Steps for referral:

1. Contact your local VR office
2. Provide contact information and basic information about the reason for referral
3. Let us know if you are coming from an ADVP program so we can get you connected with the liaison counselor
4. Appointment scheduled for intake

To find your local office visit the VR public website

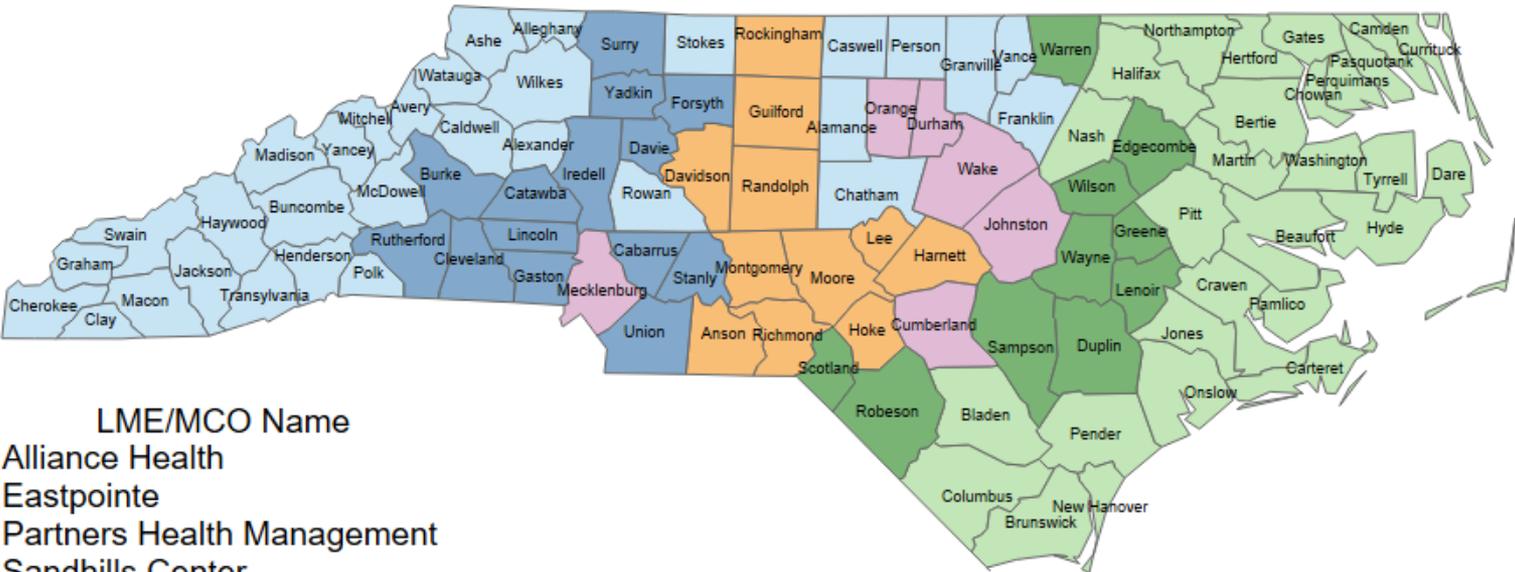
<https://www.ncdhhs.gov/divisions/vocational-rehabilitation-services/vocational-rehabilitation-local-offices>

# Medicaid Services



# Local Management Entity/Managed Care Organizations (LME/MCOs)

## NCDHHS Currently Has 6 LME/MCOs Operating Under the Medicaid 1915 b/c Waiver



- LME/MCO Name**
- Alliance Health
  - Eastpointe
  - Partners Health Management
  - Sandhills Center
  - Trillium Health Resources
  - Vaya Health

This map shows LME/MCO configuration as of 2/1/22.

# Supported Employment Services Through The LME-MCO's

NC Innovations  
Waiver

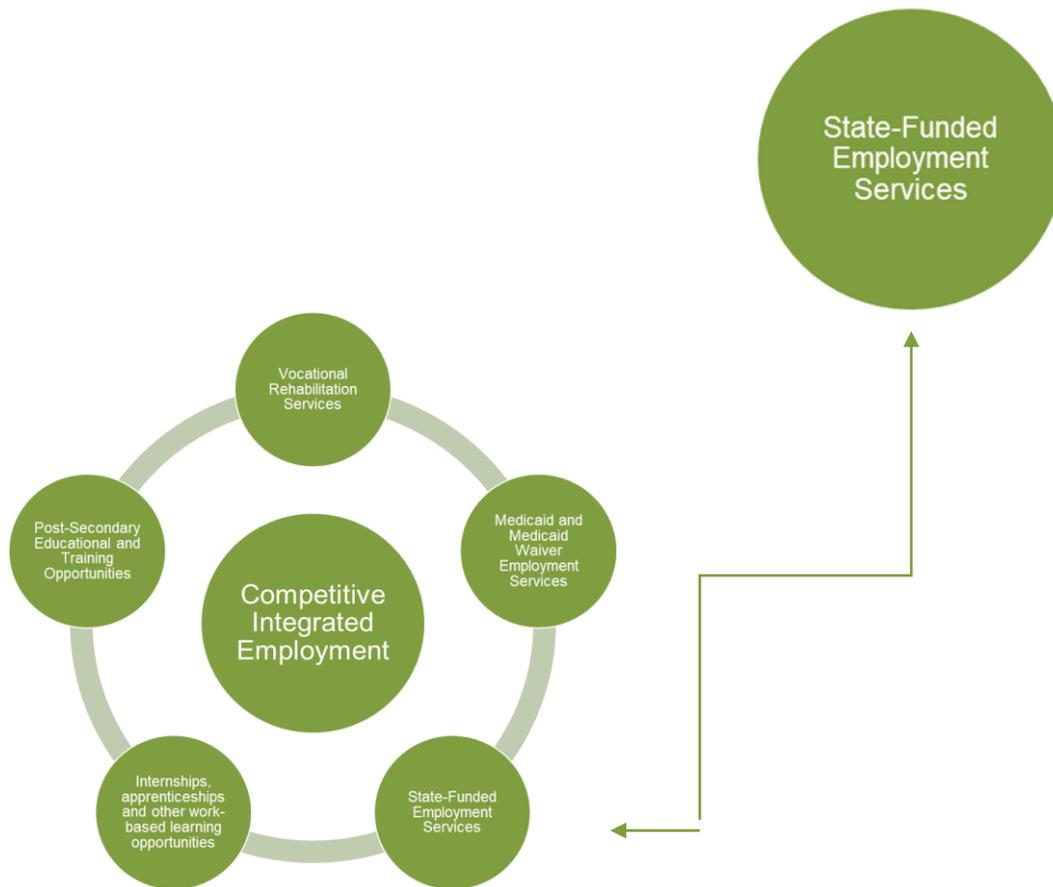
1915 (b)(3) Waiver

LME-MCO

NC Home Care Waiver

1915 (i) Waiver

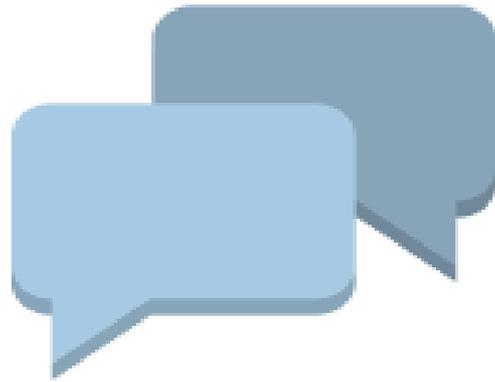
# State Funded Services



# **What Do I Need To Access State Funded Supported Employment Services?**

- **Have established residency in NC**
  - **Have documentation regarding Intellectual or Developmental Disability (I/DD) or Traumatic Brain Injury (TBI) diagnosis (i.e. assessment, psychological, adaptive testing)**
  - **Contact your respective Local Management Entity-Managed Care Organization (LME-MCO).**
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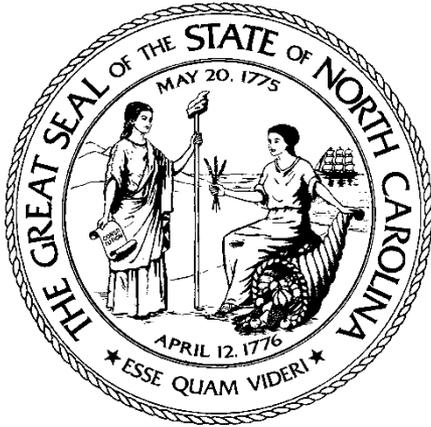
# Questions and Answers



## **Competitive Integrated Employment Settings**

**A work site is generally, considered a Competitive Integrated Employment setting if it is:**

- **An employment setting that can be found in the community that pays at least minimum wage**
- **Self-employment and Telework can be considered Competitive Integrated Employment if the employment is considered typical for people without disabilities and if the company using telework has not established specifically for the purpose of employing people with disabilities.**



# **NC Innovations Waiver and 1915(i) Brief Overview**

**Michelle Merritt**

**IDD and TBI Consultant, NC Medicaid**

**April 10, 2023**

# What is a waiver?

- Allows states to provide services in the community
- Allows states to provide services that they would not otherwise be able to provide
- Allows states to waive 'statewideness', if desired
  - However, the NC Innovations waiver, CAP C and CAP DA are all statewide
- Allows states to use 'family of one' when determining eligibility
- In NC our waivers provide Home and Community Based Services (HCBS) and are required to follow federal HCBS Service rules

# Innovations Overview

- Provides an array of services and supports
- Provides an alternative for Intermediate Care Facility for Individuals with Intellectual Disabilities(ICF-IID)
- Statewide
- Can be for children or adults
- Individuals can remain on the Innovations Waiver for the rest of their life as long as they maintain appropriate level of care and remain living in NC

# Goals of the NC Innovations Waiver:

- 1) To value and support Waiver beneficiaries to be fully functioning members of their community
- 2) To promote promising practices that result in real life outcomes for beneficiaries
- 3) To offer service options that will facilitate each beneficiary's ability to live in homes of their choice, have employment or engage in a purposeful day of their choice and achieve their life goals
- 4) To provide the opportunity for all beneficiaries to direct their services to the extent they choose
- 5) To provide educational opportunities and support to foster the development of stronger natural support networks that enable beneficiaries to be less reliant on formal support systems
- 6) To ensure the wellbeing and safety of the people served
- 7) To maximize beneficiaries' self-determination, self-advocacy and self-sufficiency
- 8) To increase opportunities for community integration through work, life-long learning, recreation and socialization
- 9) To deliver person centered services that leverage natural and community supports
- 10) To provide quality services and improve outcomes

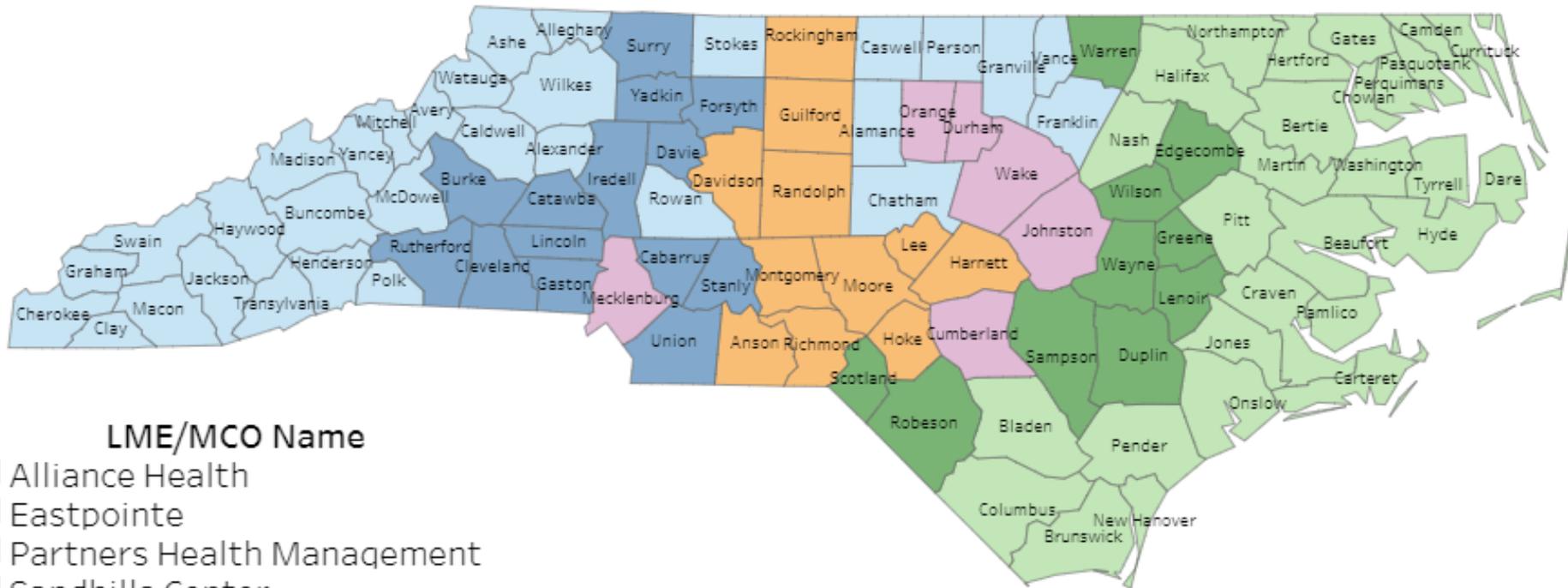
## **Objectives in the NC Innovations Waiver Include:**

- 1) Enhancing the focus on Person Centered Planning and aligning services and supports with Person Centered Plans
- 2) Reforming residential service to facilitate smaller community congregate living situations
- 3) Facilitating living and working in the most integrated setting
- 4) Improving outcome-based quality assurance systems

# NC Innovations Waiver

- Currently Administered by LME MCOs (or TPs in the future)
- 6 LME MCOs across North Carolina
  - Regionally based, individuals do not have a choice in their LME MCO
- Administer Medicaid and State Funded Intellectual / Developmental Disability; Mental Health; and Substance Abuse Services
  - The Innovations Waiver is a Tailored Plan only service
- LME/MCO's each manage the Innovations Waitlist (known as the Registry of Unmet Needs or RUN list), in their catchment area
- LME/MCOs currently provide Care Coordination as an MCO Administrative function
  - Includes Writing Plans of Care
  - Monitoring Waiver Services
  - With the launch of Tailored Care Management (TCM), the TCM will carry out these duties unless someone has opted out of TCM, then the TP will provide Care Coordination
- LME/MCOs are required to have an adequate provider network
- NC Medicaid sets modeling rates for services; LME/MCOs do have rate setting authority

# Current LME/MCO Map (anticipated Tailed Plan Regions)



## LME/MCO Name

- Alliance Health
- Eastpointe
- Partners Health Management
- Sandhills Center
- Trillium Health Resources
- Vaya Health

<https://www.ncdhhs.gov/providers/lme-mco-directory>

## **Services within the Innovations Waiver**

### **Assistive Technology, Equipment & Supplies**

- Buy equipment to help with daily life tasks
- Buy smart technology
- May also cover repairs

The range of covered items and services changes with new technology. There is a \$50,000 limit in combination with Home Modifications over the 5-year waiver period.

### **Community Living and Supports**

- Learn skills for independent living (habilitation)
- Get necessary assistance
- Build supports by connecting with others in the community

**Community Navigator** (under TP will only be available to Individuals who Self Direct their services through either the Employer of Record or Agency with Choice Model)

- Support with Self Direction Model

### **Community Networking**

- Find volunteer work
- Join a group or club
- Pay for transportation to these activities

The service links to people to volunteer groups even when participating may require additional services.

## **Services within the Innovations Waiver**

### **Crisis Services**

- Learn safety skills and Get help day or night
- Stay out of a facility or hospital
- Gain out-of-home service for a short time
- Make a plan to help avoid a crisis

### **Day Supports**

- Learn, keep, or improve skills in a licensed day program
  - Generally provided in a group setting; one-to-one services are available
- Members receiving day supports must go to the Day Supports facility at least once a week unless enrolled in adult basic education classes. All individuals participating in Day Supports must receive education about alternatives.

### **Financial Support Services** (for Employers of Record who Self Direct their services)

- File claims and Process payroll
- Pay for staff supplies and training
- Complete background checks

### **Home Modifications**

- Make changes to your home that keep you healthy and safe
  - Add things that make it easier to get around in your home, such as ramps and stair lifts
- There is a \$50,000 limit in combination with Assistive Technology over the 5-year waiver period.

# Services within the Innovations Waiver

## Individual Goods and Services

- Help people who self-direct pay for items or supplies need less Medicaid services
- Become more included in the community or Increase your safety at home

You can only use Individual Goods and Services if you do not have any other way to pay for the item or the supplies. The cost limit for this service is \$2,000 per year.

## Natural Supports Education

- Help family caregivers learn new or different ways to help you
- Help family caregivers learn how to use new equipment or supplies
- Provides family caregivers access to conferences and classes

## Residential Supports

- Learn how to stay healthy and safe in the community
- Teaches and refines skills
- Support daily life activities
- Get to community activities and day programs

## Respite

- Provides caregivers relief from responsibilities
- Allows caregivers to participate in planned or emergency activities and appointments
- Supports caregiver with planning time for themselves or other family members

This service may be used in Alternative Family Living (AFL) settings, but not on the same day as Residential Supports.

# Services within the Innovations Waiver

## Specialized Consultation Services

- Provides caregivers with training and technical assistance in a specialty area such as psychology, behavior intervention, occupational therapy, physical therapy, or nutrition
- Helps family caregivers learn how to use specialized equipment such as assistive technology, home modifications, and vehicle modifications.
- May involve observation to determine needs
- Family and consultant will create intervention plans and revise them through team meetings

Provides tele-consultation for behavioral and psychological care if distance is an issue.

## Supported Employment

- Find a paying job
- Learn new job skills
- Start your own business
- Helps employers comply with Americans with Disabilities Act (ADA) rules

Supported employment can be provided long-term for ongoing job support and includes long-term follow-up.

# Services within the Innovations Waiver

## Supported Living

- Helps members live independently in a home they own or rent
- Provides assistance meeting personalized needs
- Assists with daily activities, such as chores, budgeting, keeping appointments, and socializing

## Vehicle Modifications

- Pay for changes to a vehicle that make it easier and safer for you to get around in the community

Vehicle Modifications can only be used on a vehicle that you already have and the vehicle must be insured. There is a \$20,000 limit over the 5-year waiver period.

## Self Direction

- Innovations also does have an option to Self Direct some or most of an individuals' services
  - Agency with Choice (AWC)
  - Employer of Record (EOR)

# More on Services within the Innovations Waiver

- Residential Supports include 24 hour care but are smaller settings than ICF-IID settings
  - Group Homes
  - Alternative Family Living (AFLs)
- If Child is placed in a residential setting it must be a licensed setting
- A residential setting that serves 2 or more adults must be a licensed setting
- Certain services have typical maximums per day (some short term exceptions can be made for specific scenarios)
  - Example Community Living and Support is typically up to 12 hours per day
- Relatives who live in the same home as an Innovations Waiver beneficiary who is over 18, if they meet the staff qualifications can provide Community Living and Supports Services (if that is what the beneficiary desires)
- Some services have maximums over the life of the waiver
  - Vehicle modifications
  - Home Mods and Assistive Technology
  - Community Transition Funds

# Innovations Limits

- Annual Waiver Cost Maximum is \$135,000 per waiver year
  - Each individual's plan of care year is based on their Birthdate; starts the month following their Birthday month (so Aug bday would have Sept 1-Augst 31 as plan year each year)
  - **there is an exception to this limit for individuals who utilize Supported Living Level 3, the waiver has a permanent exception that allows the \$135,000 to be exceeded, if medically necessary**
- The average cost of a waiver slot is about \$65,000
- Costs can vary greatly depending on the individuals needs and if they are in or out of school or if they are in a residential placement or not
- Reminder this is a Medicaid Waiver and currently Medicaid in NC is funded by roughly 2/3 by Federal Dollars and 1/3 by state dollars
- The total number of slots (or total number of individuals) the Innovations Waiver can serve is determined by the NC General Assembly and also must be approved by our Federal partners the Centers for Medicare and Medicaid Services (CMS)

# Supports Intensity Scale<sup>®</sup>

- The Supports Intensity Scale<sup>®</sup> (SIS) is a validated assessment tool to measure the support an individual needs to live a meaningful life in the community
- Used to inform supports planning and resource allocation
  - Everyone of the Innovations must have a SIS
- Questions about:
  - Home Activities
  - Community Activities
  - Health and Safety
  - Medical and Behavioral Challenges

For information on SIS reliability, validity & use: <http://www.siswebsite.org/>

# NC Innovations Waiver Summary

The NC Innovations Waiver is a Federally approved 1915 C Medicaid Home and Community-Based Services Waiver (HCBS Waiver) designed to meet the needs of Individuals with Intellectual or Development Disabilities (I/DD) who prefer to get long-term care services and supports in their home or community, rather than in an institutional setting.

The Medicaid Innovations Waiver supports Individuals with I/DD to live the life they choose. Waiver services are administered by a [local management entity/managed care organization \(LME/MCO\)](#) which facilitate services and oversee a network of community-based service providers. Individuals who receive waiver funding work with their team to develop a Person Centered Plan of Care and request the services and supports they need.

# 1915(i)

- **Review of transitioning 1915(b)(3) Home and Community-Based Services to the 1915(i) State Plan Option**
- **Review of the I/DD 1915(i) Services**
  - **Community Transition**
  - **Community Living and Support**
  - **Respite**
  - **Supported Employment**

# Transition to 1915(i) Overview

- **DHHS currently uses the 1915(b)(3) authority to cover a set of critical Home and Community-Based Services (HCBS) provided by LME-MCOs to Medicaid beneficiaries with significant BH needs, I/DD, and TBI.**
  - **1915(i) benefits will be available through Tailored Plans, NC Medicaid Direct through PIHPs, and the Specialized Foster Care Plan (upon launch to beneficiaries who meet medical necessity criteria).**
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# Transition to 1915(i) Overview

## 1915(i) – Requirements

- **There must be independent and unbiased assessments and evaluations**
  - **The benefit must be available to all qualifying individuals in the State**
  - **There must be adequate and reasonable provider standards to meet the needs of the target population**
  - **Services must be provided in accordance with the care plan.**
  - **The State must establish a quality assurance, monitoring, and improvement strategy**
-

# Transition from (b)(3) to 1915(i)

1915(i) Benefit	Description of Benefit	Current 1915(b)(3) Benefit(s) to be Incorporated into New 1915(i) Benefit	New Elements of 1915(i) Benefit
<b>Supported Employment</b>	<ul style="list-style-type: none"> <li>▪ Includes initial job development, job training, and job support services</li> <li>▪ Will be offered to beneficiaries ages 16 and over with a serious mental illness (SMI), serious emotional disturbance (SED), severe substance use disorder (SUD), I/DD or TBI</li> </ul>	Supported employment	<ul style="list-style-type: none"> <li>▪ Benefit will be newly available to beneficiaries with severe SUD and TBI</li> <li>▪ There will be separate service definitions for different disability groups</li> </ul>
<b>Respite</b>	<ul style="list-style-type: none"> <li>▪ Provides periodic or scheduled support and relief to the primary caregiver(s)</li> </ul>	Respite	Benefit will be newly available to:
	<p>from the responsibility and stress of caring for beneficiaries</p> <ul style="list-style-type: none"> <li>▪ Will be offered for beneficiaries who are any age and have an I/DD; ages 3 to 20 and have an SED; ages 3 to 20 and have a severe SUD; meeting diagnostic criteria and reside in therapeutic foster care or another residential placement and are at risk of losing their placement; or have a TBI</li> </ul>		<ul style="list-style-type: none"> <li>▪ Children ages 3 to 20 who have a severe SUD;</li> <li>▪ Children meeting diagnostic criteria who reside in therapeutic foster care or another residential placement and are at risk of losing their placement; and</li> <li>▪ Adults with TBI</li> </ul>

# Transition from (b)(3) to 1915(i)

1915(i) Benefit	Description of Benefit	Current 1915(b)(3) Benefit(s) to be Incorporated into New 1915(i) Benefit	New Elements of 1915(i) Benefit
<b>Community Living and Supports</b>	<ul style="list-style-type: none"> <li>▪ Focuses on skill practice and acquisition and provides supervision and assistance so that beneficiaries can complete an activity to their level of independence</li> <li>▪ Will be offered for beneficiaries ages 3 and older who have an I/DD or TBI</li> </ul>	In-home skill building	<ul style="list-style-type: none"> <li>▪ Service definition will be aligned with the Innovations and State-funded community living and supports benefit</li> <li>▪ Benefit will be newly available to beneficiaries with a TBI</li> </ul>
<b>Community Transition</b>	<ul style="list-style-type: none"> <li>▪ Provides funding for beneficiaries to move from an institutional setting into their own private residence in the community or to divert a beneficiary from entering an adult care home</li> <li>▪ Qualifying institutional settings include adult care homes, institutions for mental diseases (IMDs), State psychiatric hospitals, intermediate care facilities for individuals with intellectual disabilities (ICF-IIDs), nursing facilities, psychiatric residential treatment facilities, and alternative family living arrangements</li> <li>▪ Will be offered for beneficiaries ages 18 and older who have an SMI</li> </ul>	One-time transitional costs	No substantive changes

## **1915(i)**

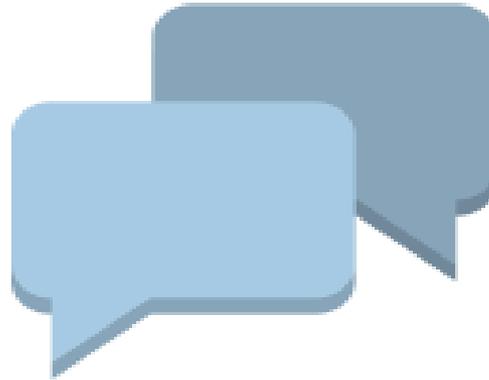
### **Who can benefit from I/DD 1915(i) Services?**

- Must have Medicaid
- Must have an I/DD Dx
- need to have at least 1 support need or for respite must live with the primary caregiver
- Individuals DO NOT NEED to meet institutional Level of Care

### **How do I request 1915(i)?**

- we hope to have these services approved by CMS for 7/1/23 launch
- most (b)(3) services will still be available for some time after 7/1, to allow for time to transition to 1915(i)
- if you have a Tailored Care Manager, you can ask them to assist you with connecting to 1915(i) Services after 7/1
- if you do not have a Tailored Care Manager, you can call your LME/MCO to request help with being connected to 1915(i) Services

# Questions and Answers



**Comments, questions and feedback are welcome at:**

- [BHIDD.HelpCenter@dhhs.nc.gov](mailto:BHIDD.HelpCenter@dhhs.nc.gov)

**Previous awareness events and trainings can be found on the Community Engagement and Training webpage: <https://www.ncdhhs.gov/divisions/mental-health-developmental-disabilities-and-substance-abuse/councils-and-committees/community-engagement-and-training>**