

# **The Concept Paper for Renewal and Redesign of Tennessee's Long-Term Services and Supports Delivery System for Individuals with Intellectual and Developmental Disabilities:**

## ***What it means for people waiting to receive services***

### **Background**

TennCare and DIDD (the Department of Intellectual & Developmental Disabilities) have proposed to develop a new program that will provide services to Tennesseans with intellectual and other kinds of developmental disabilities. The new program will be for people who do not currently receive services. The new program will be called **Employment and Community First CHOICES**.

### **What the new program will provide**

**Employment and Community First CHOICES** will provide supports to help people achieve their employment and independent living goals. For people who cannot work or need more support to live in the community, other services will be available to help them work toward their goals. The new program will also support families who are providing care for a family member with an intellectual or developmental disability to help them carry out this important role.

### **Why do we need a new program?**

**Employment and Community First CHOICES** has been designed using input we received from stakeholders. TennCare and DIDD have also looked at new and better services being developed in other states and how those services are provided. We want the new program to offer the services that people with intellectual and developmental disabilities need most, based on each person's goals for becoming more independent. We also want to support families who are providing care for a family member with an intellectual or developmental disability.

We want the new program to be as cost-effective as possible. We believe that this will allow us to serve more people with intellectual disabilities. It will also allow us to provide services to people with other kinds of developmental disabilities.

It is important to understand that people on the DIDD waiting list and people with other kinds of developmental disabilities who are not receiving services now will not be able to get services right away. The new program will take time to get started. It must be approved by the federal government before we can begin. It will take time to be able to serve all of the people who need support. But, because services in **Employment and Community First CHOICES** will be more cost-effective, we do plan to be able to serve more people than we do now.

### How will people be selected to enroll in the new program?

TennCare and the Department of Intellectual & Developmental Disabilities must decide how to bring people into the new program. We have asked people to share their thoughts on how that should work. When a process is developed, it will be shared with people on the waiting list and with people who have other kinds of developmental disabilities who want to apply for services.

The number of people enrolled in the new program will depend on how much funding is available. TennCare and DIDD will work together to manage existing and new funds as cost-effectively as possible. Where we can, we will redirect resources to help us serve more people, while also ensuring that people already enrolled in waiver programs continue to receive the quality services they need. Since the new program will be more cost-effective, any new funding can be stretched to serve more people.

### How could the new program help me?

The Employment and Community First CHOICES program will help three groups. Each group will have their own package of benefits and services.

- The first benefit package is **Essential Family Supports**. It is designed for families with a child under age 21 who has an intellectual or other developmental disability.

Services in this package will help families plan and prepare their child for successful transition into employment and independent living when the child becomes an adult.

- The second benefit package is **Essential Support for Employment and Independent Living**. It is designed for adults age 21 or older who have an intellectual or other developmental disability. These are adults that would not qualify for care in an institution but need HCBS to live safely in the community.

Services in this package will help young adults transitioning from school and adults of all ages plan for and achieve employment and independent living goals. The services include a full array of employment supports. They also include residential services for people who need less than 24 hour support.

- The third benefit package is **Comprehensive Supports for Employment and Community Living**. It is designed for adults age 21 or older who have an intellectual or other developmental disability and who have higher levels of need. These are adults that would qualify for services in an institution, but want to receive services in their community instead.

Services will help adults plan for and achieve employment goals whenever possible. Services will also be available for people that are not currently pursuing employment. Residential services will provide 24 hour support when needed. This can include residential services designed for people with medical or behavioral needs.

A complete list of proposed services for each group is attached.

### **Managing the new program**

The **Employment and Community First CHOICES** program will be managed by organizations that contract with TennCare to provide and coordinate all of the services that people participating in the new program receive. This includes physical and behavioral health services, as well as the new services in the **Employment and Community First CHOICES** program. The person's services will be coordinated by one person – a support coordinator – who works for that organization.

Each person's support coordinator will help make sure that all of the services and supports they need to meet their health and wellness, employment, and community living goals are coordinated and in place. The organizations managing each person's services in the new program are called 'managed care organizations.' These are the same organizations that manage physical and behavioral health services for people on TennCare today. Both TennCare and the Department of Intellectual & Developmental Disabilities will work together to oversee the entire program to make sure that services are high quality and respond to people's needs.

### **More choices about how services are delivered**

All people enrolled in **Employment and Community First CHOICES** will be able to choose to receive their services through 'Consumer Direction.' In Consumer Direction, each person will have a budget based on the person's needs. The budget will be used to pay for the services the person receives. The person will choose how to direct funds to purchase the services and benefits in their service package. A fiscal advisor will be assigned to assist the person in managing their budget and making the payments for their services.

People with more significant needs who qualify to receive Comprehensive Supports for Employment and Community Living (the more comprehensive package in the new program) will be able to choose an additional option. The person will be allowed to choose a provider agency to help them manage their budget. The person will help select and oversee the direct support staff that is hired to provide their services. However, the direct support staff will be employed and supervised by the provider agency. The name of this additional option is Health Home Agency with Choice.

In this option, the provider agency that the person chooses to work with must qualify for and agree to provide Health Home services. These are services to help manage the person's chronic health conditions and coordinate all of the person's services, including physical and behavioral health services, along with the support services they need.

The person's support coordinator will also work with the Health Home Agency to coordinate all of the person's services and to ensure that the person's needs are met.

**Table 1: Employment and Community First CHOICES**

Benefit group	Essential Family Supports	Essential Supports for Employment and Independent Living	Comprehensive Supports for Employment and Community Living
Target population	Families with children <21 regardless of LON; can enroll individuals of all ages living with families	Adults that have transitioned out of school (age 18/22 and older) with lesser LON who are "At-Risk of NF Placement," including Project SEARCH grads	Adults with higher levels of need who meet NF LOC and need specialized services/supports for ID/DD
Level of Care (LOC)	At-Risk of NF placement or NF LOC	At-Risk of NF placement	NF or ICF/IID LOC, as applicable
Expenditure cap*	\$15k not counting cost of minor home modifications	\$30k	\$45-60k (exception up to applicable ave cost of NF + specialized services for DD; ave cost of private ICF/IID for ID)
Benefits	<ul style="list-style-type: none"> <li>• Respite</li> <li>• Supportive Home Care (SHC/PA)</li> <li>• Family Caregiver Stipend in lieu of SHC/PA</li> <li>• Daily Living Skills Training</li> <li>• Community Integration Support Services</li> <li>• Individual Transportation Services</li> <li>• In-home behavior support services (incl counseling and therapeutic services) and Crisis Prevention/Intervention/Stabilization</li> <li>• Minor home modifications (CHOICES limits)</li> <li>• Peer-to-peer support/navigation</li> <li>• Conservatorship counseling and assistance</li> <li>• Family caregiver education and training</li> </ul>	<ul style="list-style-type: none"> <li>• Employment supports (e.g., job discovery/development, career planning/advancement, time limited pre-vocational training; customized employment, supported employment, co-worker supports, coaching and follow along)</li> <li>• Benefits counseling</li> <li>• PA</li> <li>• Service Enriched Housing</li> <li>• Community Living Supports (Semi-Independent Living)</li> <li>• Community Living Supports -- Family Model</li> <li>• Daily Living Skills Training</li> <li>• Community Integration Support Services</li> <li>• Individual Transportation Services</li> <li>• Communication Aids</li> <li>• Assistive technology</li> <li>• PERS</li> <li>• Minor home modifications</li> </ul>	<ul style="list-style-type: none"> <li>• Employment supports (e.g., job discovery/development, career planning/advancement, time limited pre-vocational training; customized employment, supported employment, co-worker supports, coaching and follow along)</li> <li>• Benefits counseling</li> <li>• PA</li> <li>• Service Enriched Housing</li> <li>• Community Living Supports (Semi-Independent/Supported Living)</li> <li>• Community Living Supports -- Family Model</li> <li>• Daily Living Skills Training</li> <li>• Community Integration Support Services</li> <li>• Individual Transportation Services</li> <li>• Communication Aids</li> <li>• Assistive technology</li> <li>• PERS</li> <li>• Minor home modifications</li> </ul>

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		<ul style="list-style-type: none"> <li>• Member education and training</li> <li>• Behavior Supports (incl counseling and therapeutic services) and Crisis Prevention/Intervention/Stabilization</li> <li>• Therapies (OT, PT, ST)—focused primarily on plan development and training</li> </ul>	<ul style="list-style-type: none"> <li>• Member education and training</li> <li>• Behavior Supports (incl counseling and therapeutic services) and Crisis Prevention/Intervention/Stabilization</li> <li>• Therapies (OT, PT, ST)—focused primarily on plan development and training</li> </ul>	<ul style="list-style-type: none"> <li>• Member education and training</li> <li>• Behavior Supports (incl counseling and therapeutic services) and Crisis Prevention/Intervention/Stabilization</li> <li>• Therapies (OT, PT, ST)—focused primarily on plan development and training</li> </ul>
<b>Delivery model options</b>	MLTSS or MLTSS using consumer direction	MLTSS or MLTSS using consumer direction	MLTSS or MLTSS using consumer direction	MLTSS, MLTSS using consumer direction, MLTSS using health home agency w/ choice model

\*\$15k/\$30k/\$45k caps recommended by SPPC; \$15k/\$30k;\$45k recommended by DD Council; \$15k/\$30k/\$60k/\$100k/no cap recommended by the Arc TN and DLAC; \$12k-\$15k capped support services or employment waiver recommended by the Arc TN; \$12k-\$18k capped employment waiver recommended by TNCO