



Virginia Department of
Behavioral Health &
Developmental Services

**Employment Supports in the
Virginia DD Waivers
for the
Welcoming Inclusion Network (WIN)**

June 4, 2018

DBHDS Vision: A life of possibilities for all Virginians

Virginia Medicaid Waivers

My Life My Community

The Developmental Disability (DD) Waivers

Starting in 2013, families, advocates, self-advocates, providers and CSBs joined with the Department of Behavioral Health and Developmental Services (DBHDS) and the Department of Medical Assistance Services (DMAS) to redesign Virginia's DD Waiver system.

These efforts led to amending the former ID, DD and DS waivers and increasing services and options that promote community integration and engagement.

Virginia Medicaid Waivers

Day
Support
Waiver

Building Independence Waiver

For adults (18+) able to live independently in the community.

Individuals own, lease, or control their own living arrangements and supports are complemented by non-waiver-funded rent subsidies.

DD
Waiver

Family & Individual Supports Waiver

For individuals living with their families, friends, or in their own homes, including supports for those with some medical or behavioral needs. Available to both children and adults.

ID
Waiver

Community Living Waiver

Includes residential supports and a full array of medical, behavioral, and non-medical supports. Available to adults and children. May include 24/7 supports for individuals with complex medical and/or behavioral support needs through licensed services.

Eligibility

DD Waivers' Eligibility Factors

- ✓ Have a diagnosis of DD
- ✓ Meet level of care criteria as determined by the Virginia Individual Developmental Disability Eligibility Survey (VIDES)
- ✓ Meet Medicaid financial eligibility
- ✓ Be willing to accept services within 30 days of receiving a waiver slot

Employment Service Options in the DD Waivers

Employment Options

Supported Employment

is training and support in a competitive job where persons without disabilities are employed.

Informed choice needed between individual and group models.



Applicable waivers

Building Independence

Family & Individual

Community Living

Unit

1 hour

Up to 40 hours/week

Employment Options

Supported Employment



Individual Model	Group Model
Provided 1:1	Limited to 8 individuals per group

Both models are provided in integrated settings.

Employment Options

Supported Employment

Documentation is required in record that the Department of Aging and Rehabilitative Services (DARS) (and special education for school age children) won't pay for these services.



Employment Options

Supported Employment

The allowable activities include but are not limited to:

- ✓ Job-related discovery or assessment
- ✓ Person-centered employment planning
- ✓ Job development
- ✓ Negotiation with prospective employers
- ✓ On-the-job training, evaluation and support
- ✓ Developing work-related skills
- ✓ Coverage for transportation when necessary

Employment Options

Workplace Assistance

Includes support to individuals who have completed job development and job placement training (or near completed) but require more than typical follow-along services to maintain stabilization in their employment.



Applicable waivers

Family & Individual

Community Living

Unit

1 hour

Up to 40 hours/week

Employment Options

Workplace Assistance

- ✓ Are supplemental to job coach services.
- ✓ Provides skill-building related to behavior, health, time management or other skills needed for successful employment.
- ✓ Can *include* support with personal care.
- ✓ Provided at a 1:1 ratio.

Employment Options

Workplace Assistance

In order for an activity to qualify, it must include all of the following:

- ✓ Not be work skill training normally provided by a job coach
- ✓ Be delivered in the natural setting (where and when they are needed)
- ✓ Facilitate the maintenance of and inclusion in an employment situation

Employment Options

Workplace Assistance

Allowable activities include:

1. Skill building and supports around non-work skills necessary for the individual to maintain employment
2. Skill building and supports in the home, community, or workplace of employment maintenance related skills
3. Support to make and strengthen community connections
4. Safety supports to ensure the individual's health & safety

Employment Options

Workplace Assistance

-  This service may not be provided simultaneously with on-the-job Personal Assistance services, nor may Workplace Assistance services be provided solely for the purpose of provision of assistance with personal care needs.

Commonwealth Coordinated Care Plus (CCC+) Waiver

The former Elderly and/or Disabled with Consumer Direction Waiver and the Assisted Technology Waiver were combined into one singular waiver, the Commonwealth Coordinated Care Plus (CCC+) Waiver, effective July 1, 2017.

Virginia Medicaid Waivers

The CCC Plus Waiver is for eligible individuals who:

- Meet the NF level of care criteria (i.e., they are functionally dependent and have a medical nursing needs); or
- Are dependent upon technological support and require substantial, ongoing skilled nursing care; and
- Are determined to be at imminent risk of NF placement; and
- Are determined that community-based care services under the waiver are the critical services that enable the individual to remain at home rather than being placed in a NF.

***The health, safety, welfare of the individual must be safely maintained in the home when the nurse or personal care aide is not present.

*** There are no employment options in the CCC+ Waiver

Resources

DBHDS: www.dbhds.virginia.gov

www.dbhds.virginia.gov/developmental-services/my-life-my-community-waiver

DMAS: www.dmas.virginia.gov

DARS: www.vadars.org