

**Idaho Employment First Consortium**  
**Recommendations for Employment Services**  
Updated 9-17-2013

The Idaho Employment First Consortium (IEFC) is providing the following recommendations for consideration in adult Medicaid services systems change and design of a benefits package that includes support for individuals to achieve their desired employment outcome.

Recommendations:

1. Add questions to Inventory of Need that lead to identifying an individual's employment/pre-employment circumstances.
  - a. Questions on inventory tool would point to additional exploration or an "exception review" to describe services and support needed to pursue employment.
2. Employment goal included in individual service plan
  - a. A person-centered employment discussion occurs in the planning process with every individual and is followed by documentation that employment was considered and justification if an employment outcome is not included in the service plan
  - b. Services to support an employment goal are identified in the plan
  - c. Quality assurance and evaluation of services are based on employment outcomes
3. Robust menu of employment services included in package (see previous table for description of all services suggested for inclusion).
  - a. Greater menu allows for flexibility in planning services based on individual's current situation in path to employment
4. Training for service coordinators, support brokers and other personnel to have the skills needed to:
  - a. Engage in an employment discussion with individuals to focus on consideration of work goal
  - b. Help individuals (with their circle of support) picture a different day for themselves with a variety of services that lead to an integrated employment outcome

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5. Services and supports are considered part of a path to employment
  - a. Shift in name from developmental therapy to pre-vocational services – creates shift in thinking towards employment first
  - b. Pre-vocational services are intended to help the individual make continued progress towards voluntary participation in at least part-time integrated employment.
  - c. Pre-vocational services are not a pre-requisite to other employment support services
  - d. Career exploration services – encourage these activities with school-age youth and young adults while in school. *(check on IDEA requirements of schools to include these activities)*
  
6. Work to change statutory language that limits requests for additions to an individual's budget for services to only ensure health and safety.
  - a. Additional dollars requested may not be budget neutral
  - b. IEFC explore estimated costs
  
7. Explore concept that Medicaid is payer of last resort.
  - a. If service/support needed is different from what is available under vocational rehabilitation or IDEA, has individual exhausted resources, thereby allowing Medicaid to pay for service/support?
  
8. Consider joining the National Core Indicators (NCI) Project.
  - a. Through the Administration on Intellectual and Developmental Disabilities funds are available to help states join NCI.