



***Increasing Employment Outcomes  
for Members with Disabilities***





# Employment First



## Centene Position

*Centene supports an Employment First philosophy that presumes employability of members with IDD and competitive employment as the first service option. States should adopt outcome-based reimbursement strategies to incentivize providers to expand and improve competitive employment options and encourage Medicaid MCOs to maximize opportunities within existing state and federally funded employment programs.*

## Centene Disability Advisory Council

Among other activities is committed to reviewing and improving Human Resources practices to ensure the hiring process is accessible and people with disabilities are actively recruited and encouraged to apply.

## Centene National Partnership

Centene has partnered with the Starkloff Disability Institute to further disability employment and is a corporate sponsor of The Next Big Step initiative to assist college students with disabilities to achieve employment.





Centene has engaged Lifeshare – a respected and progressive provider of individualized services - to develop, deliver and coordinate programs and care models within Sunflower Health Plan to support a “whole life” approach for people with IDD.

## Our Vision and Desired Outcomes

What do we envision for Sunflower Members? Services that are...

- Most Innovative.
- Least Restrictive.
- Most Inclusive.
- Individualized.
- Community Based.
- Aligned with specific person centered goals.
- Protect and promote civil rights.



# *Pathways – 4 Focus Areas*

Strengthening the System for  
Integrated Care



Create **Culture**  
Build **Capacity**  
Increase **Choice**  
Provide **Consultation**

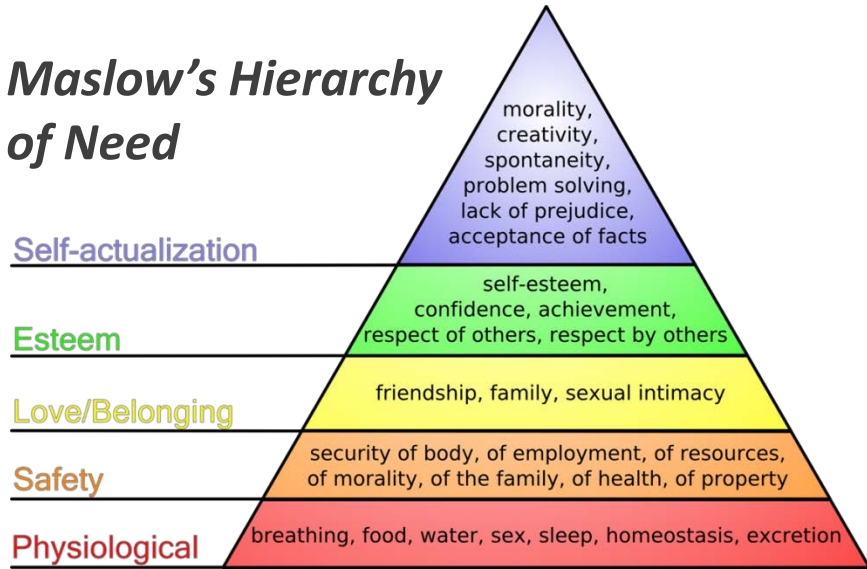


# Create Culture

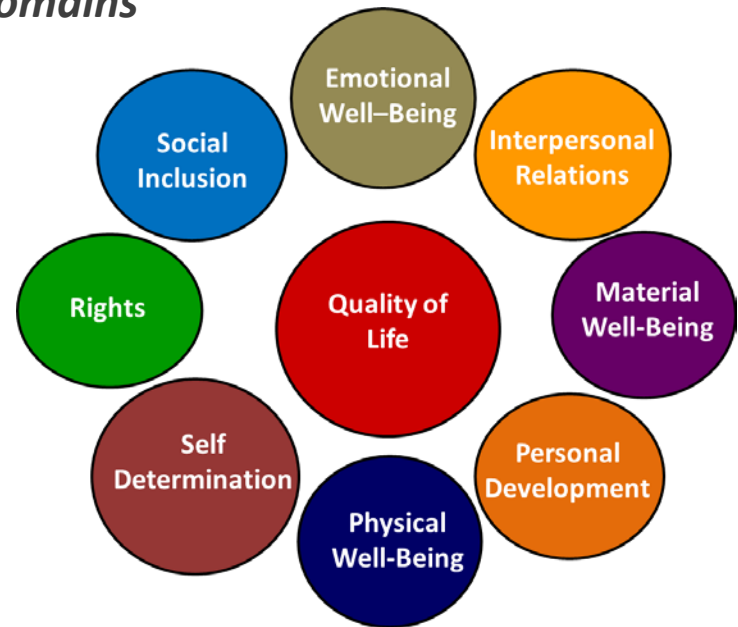
Established a Common Understanding of the Foundational Elements to a Whole Person Approach



## Maslow's Hierarchy of Need



## Schalock's Quality of Life Domains



## Employment is a Positive Health Outcome for Members



- Always assume competence
- Presumption of employability
- Definition of competitive employment
- Models of employment (created jobs, resource ownership, customized employment, self employment)
- Employment resources/providers
- Services that meet CMS Final Rule

# Continuum of Services for I/DD

## Movement to LRE



### Residential

Child  
Adult

Incarceration	State Institution	Nursing Facility	ICF/IDD	Assisted Living	Group Home	Adult Living with Family	Provider Controlled Semi-Independent	Adult Shared Living	Own Home (Alone or person chosen roommate)
State Institution		Private Institution		Kids Group Home		Foster Care		Child Shared Living (Therapeutic Foster Care)	Family Home

### Employment/Day (> 17 yrs. old and not in school)

Adult

Center Based Day Services		Community Based Day		Community Based Group Employment		Competitive Employment	
Nov Vocational	Vocational	Non Vocational	Vocational	Provider Paid Enclave	Business Paid Enclave (Min. Wage +)	Self-Employment	Wage Employment

Child

Private Segregated School			Private or Public Integrated School			When 14 or older, IEP goals that address transition from H.S. to employment or post-secondary education and training.	
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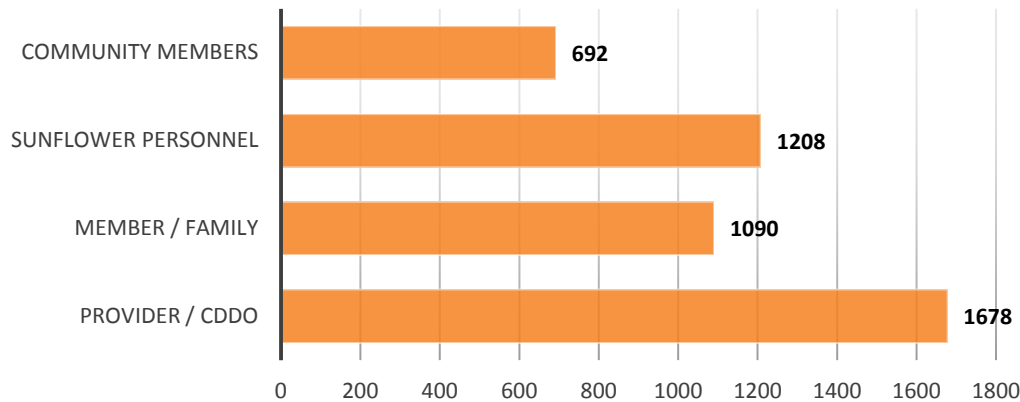
### School (<22 yrs. old)



# Build Capacity



Education Participants - by Stakeholder Type



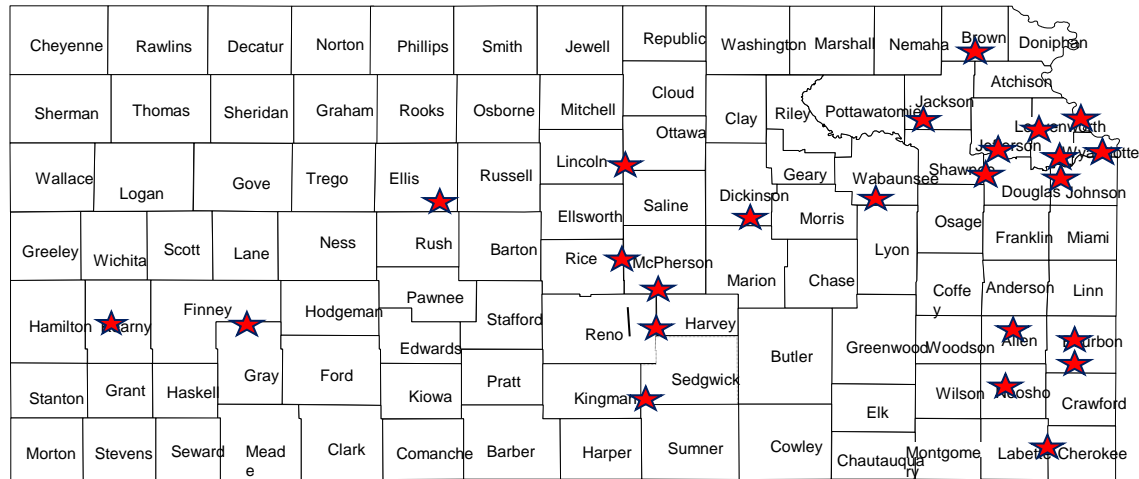
- Family Employment Awareness Training (Families Together and University of Kansas)
- Employment to End the Wait (Disability Rights Center of Kansas)
- Self Employment: The American Dream
- Increasing Expectations of Employment
- Project SEARCH
- The CMS Final Rule and Implications for Employment
- Waiting List Outreach and Employment Resources





# Raising Employment Expectations

## Events Across Kansas Focused on Transition from High School to Employment



## Some of the Partners LifeShare has Worked With to Increase Employment Expectations/Outcomes in Kansas

Self Advocate Coalition of KS	Interhab	Kansas Council on Developmental Disabilities	Kansas Dept. of Commerce	Families Together
Sedgwick County BLN	Workforce Center	Marion County Education Co-Op	Disability Mentoring Days	Disability Rights Center of Kansas
Transition Councils/School Districts	KS Guardianship Program	Griffin-Hammis Assoc.	Community Developmental Disability Organizations	KS Youth Empowerment Academy
University of Kansas	APSE – Public Policy KS Board	Kansas Dept. of Education	Project Search	Community Service Providers

# Increase Choice



## Employment



- **Project Search**  
Statewide Coordination
- **Waiting List to Employment**  
Mailer to all members 16-64
- **Disability Job Fairs**
- **Disability Mentoring Days**  
Sponsored 10 events / Presenter at 7
- **High School Transition & Raising Expectations**  
Mailer to all members 14-21
- **Individual meetings** with Providers, Schools and other organizations about Employment



Project | SEARCH



**School-to-work** transition program for young adults with Intellectual/Developmental Disabilities.

**Founded in 1996** at Cincinnati Children's Hospital to address high turnover in entry level positions at the hospital.

Utilizes 3 **internship rotations** immersed in a host business across 9 months that teach marketable, transferrable work skills.

**Fully integrated** work settings learning REAL jobs.

**Singular goal** is competitive employment in an integrated community business for 16+ hours per week paid at minimum wage or higher

**International program** with over 350+ programs in 45 states with 73% success rate in competitive employment





## LifeShare / Sunflower Statewide Coordination

- **Will lead and expand** nationally recognized employment initiative in Kansas.
- Provide ongoing **support and technical assistance** to existing sites and help establish new sites.
- **Chair steering committee** comprised of MCO and state agency leadership.
- **Support IDD providers** and other partners with training and technical assistance in competitive employment across the state.
- **Promote employment** and possibilities for people with disabilities.
- **Create culture change** and increase expectations of employment for all.





Project | SEARCH  
In Kansas



**Kansas Partners - Businesses, Schools, Adult Community Service Providers, KansasWorks, Vocational Rehabilitation, Individuals w/IDD & Families**

## **11 Host Business Sites**

- Lawrence Memorial Hospital
- University of Kansas
- Via Christi Hospital
- McConnell Air Force Base
- Hampton Inn and Suites
- Butler Community College
- Susan B. Allen Memorial Hospital
- Newton Medical Center
- Salina Regional Health
- Johnson County Government
- Sedgwick County Government

Nationally **18%** adults with IDD are employed – compared to **68%** of those without disabilities.

### Project SEARCH in Kansas:

5<sup>th</sup> year of implementation

Over **250** Kansans have participated with **70%** success in securing competitive integrated employment.





Sunflower Health Plan serves as a secondary internship site for Johnson County Government Project SEARCH.

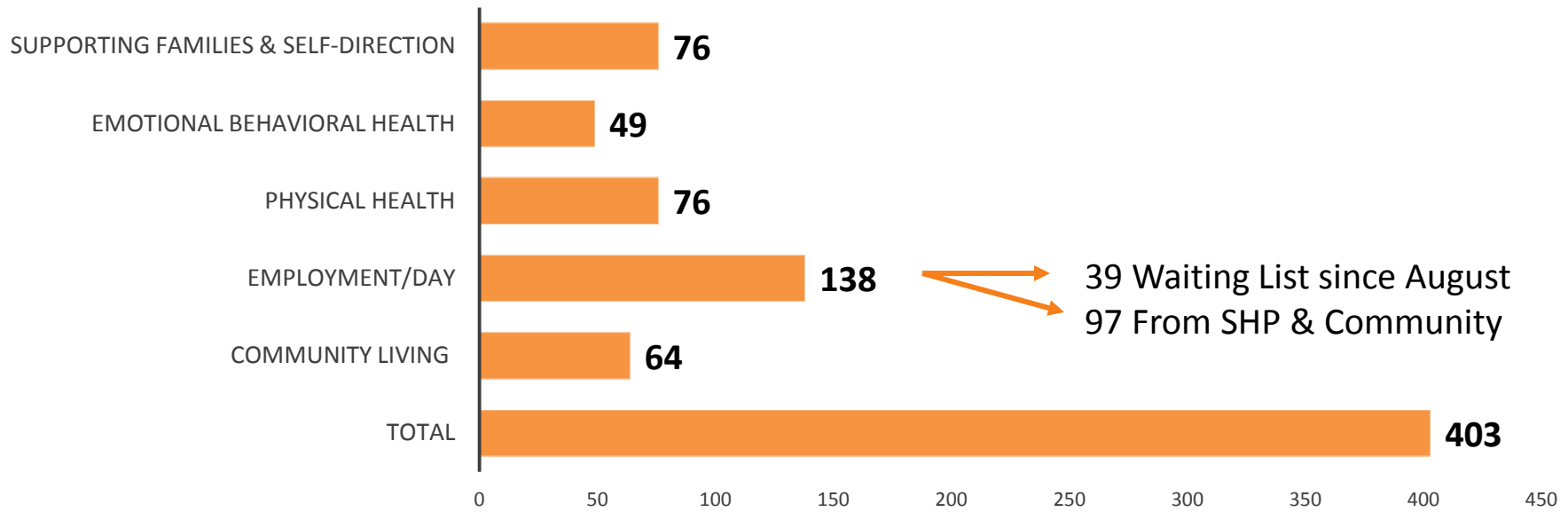
Shelly May, Kansas Project SEARCH Statewide Coordinator, and Alexandria Mitchell, Sunflower Health Plan Intern



# Provide Consultation



## 403 Referrals from Care Managers/Community/Waiting List



# Provide Consultation

## Accomplishments



- 10 Members obtained employment.
- 5 Members maintained existing employment
- 26 Members working towards employment.
- 47 Members requested IEP support.

Other reasons for referrals:



Employment Resources, Information and Referral, Funding Questions, Benefits Counseling, HCBS Definitions/Services, Agency Coordination, Advocacy





# Provide Consultation

Collaboration between State of Kansas,  
Sunflower Health Plan and Lifeshare



Employment Training internally and externally. Monthly webinar opportunities.

Waiting List Outreach – internal training, mailer about employment resources sent to members with IDD on the waiting list ages 16-64.

Waiting List Referrals – received and provided needed support to access available employment resources without a waiting list (Voc Rehab, Workforce Centers)

Transition to Employment – education outreach targeted to members 14-21.  
Presentation at community events focused on transition from school-to-employment.

Reframing employment questions and including more discussion/expectations in person centered support planning

Obtained list of persons who are SSDI and are PD, I/DD or TBI eligible from KDHE to identify members who might benefit from Working Healthy/WORK program.

Participation on statewide employment advisory groups, waiver redesign.



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*“Even if you’re on the right track, you’ll get run over if you just sit there.”*  
*Will Rogers*

