

Employment and Community First (ECF) CHOICES

What?

- A new program that will provide essential services and supports in a coordinated and cost-effective manner for individuals with intellectual and developmental disabilities (I/DD)
- Focused on promoting integrated employment and community living as the first and preferred outcome
- 3 benefit groups that are targeted based on the needs of persons served in that group and designed based on services individuals and families say they need most include:
 - Essential Family Supports – supports for families caring for a person--primarily for children under age 21--living at home with their families
 - Essential Supports for Employment and Independent Living – targeted to young adults aging out of school to support transition into employment and independent community living
 - Comprehensive Supports for Employment and Community Living -- for people who need more support to help them achieve employment and community living goals
- Includes supports, including 24 hr. residential services (when appropriate), up to the same level as available under the current Statewide waiver (for people with ID), but benefits are targeted based on need

Who?

- Targets individuals with intellectual disabilities (ID) on the current waiting list for Home & Community Based Services (HCBS) (~4,000 *actively* waiting), as well as people with other kinds of developmental disabilities (DD) not currently eligible for these programs (~3,000 – 10,500 projected)
- Does not impact people receiving services in the current HCBS waiver programs, although they can *choose* to enroll once the program is established
- Funding request is estimated to serve 1,700 people in the first year

How?

- Benefits are tiered based on the needs of people served in each group and include caps designed to provide services more cost-effectively in order to serve more people over time, including people with intellectual disabilities on the waiting list and people with other developmental disabilities who are not eligible for Tennessee's current HCBS waivers
- Employment benefits designed in consultation with experts from the federal Office of Disability Employment Policy create a pathway to employment,

even for people with severe disabilities, with outcome or value-based reimbursement and other strategies to align incentives toward employment

- Focusing on the unique needs, goals and preferences of each individual, managed care organizations will provide comprehensive services (i.e. physical and behavioral health and long-term services and supports), resulting in more coordinated, efficient and higher quality care (reducing avoidable ER/hospital services and the inappropriate use of psychotropic medications)

When?

- Approved by CMS February 2016
- Next step is budget authority in the appropriations bill
- Implementation activities underway in anticipation of July 1, 2016 go-live date

Why?

- More than 75% of people with ID receiving long-term services and supports in TN are in the 3% of the TennCare population driving 50% of program expenditures
- Average cost of providing services to people with ID in TN nearly twice the national average (not sustainable)
- Almost as many people with ID on the waiting list to receive services as currently enrolled in HCBS programs
- People with DD do not currently qualify for HCBS waiver services
- Critical first step in restructuring/transforming the service delivery system for people with I/DD—creates a new, more cost-effective model of service delivery for this population
 - Upon implementation, all new HCBS enrollment is directed to the new more cost-effective program
- Aligns with Governor's commitment to *Employment First* for people with disabilities; reduces reliance on public benefits
- Improved quality and coordination of services; improved employment, health and quality of life outcomes

Other key points

- Developed in consultation with stakeholders and through extensive (> 2 years) stakeholder process
- TennCare and DIDD are working together to design and implement the new program
- DIDD will play an important role in new program (intake, quality assurance, critical incident management, etc.) as well as continuing to operate existing HCBS waivers