



State of Vermont
Agency of Human Services
280 State Drive, Center Building
Waterbury, VT 05671-1000

Global Commitment Register

March 17, 2023

GCR 23-035
PROPOSED

Medicaid Investment: Customized Employment in Developmental Disabilities Services

Policy Summary:

The Vermont Medicaid program proposes to establish a Medicaid health-related investment to provide customized employment training for the employment support team of individuals with intellectual and developmental disabilities overseen by the Vermont Developmental Disabilities Council (VTDDC).

Despite Vermont's strong commitment to employment in Developmental Disabilities Services (DDS), people with higher support needs are being left behind. Families of individuals with intellectual and developmental disabilities who have higher support needs report that these individuals are un- or under-employed. Customized employment training is particularly helpful in developing competitive integrated employment opportunities for these individuals. Customized employment is a process through which the relationship between employer and employee is negotiated and personalized in a way that meets the needs of both.

Vermont's Global Commitment to Health Section 1115 Demonstration waiver authorizes expenditures, within annual limits, for public health, health care, and health-related investments. This investment will benefit low income, uninsured, underinsured individuals and Medicaid beneficiaries in Vermont.

Effective Date:

April 17, 2023 – March 2025

Authority/Legal Basis:

[Global Commitment to Health Waiver](#): Waiver authority #5 [Section 1902(a)(13), 1902(a)(30)]; Special Term and Condition #6.8.

Population Affected:

People receiving Developmental Disabilities Services

Fiscal Impact:

The estimated gross annualized budget impact is \$29,800.

Public Comment Period:

March 17, 2023 – April 17, 2023

Send comments to:

Medicaid Policy Unit

280 State Drive, Center Building

Waterbury, VT 05671-1000

Or submit via e-mail to AHS.MedicaidPolicy@vermont.gov.

To be added to the GCR email list, send an email to AHS.MedicaidPolicy@vermont.gov.

Additional Information:

The new investment template can be found on the following pages.

ATTACHMENT S
New Investment Application Template

For each new investment, the state must submit the following information to CMS as described in STC 11.6.

Date	3/15/23
Investment Title	Customized Employment Training Demonstration Project
Estimated Amount	\$29,800
Time Period	March 2023-March 2025
Department	Vermont Developmental Disabilities Council (VTDDC)
Category	Increase the access to quality health care by low income, uninsured, underinsured individuals and Medicaid beneficiaries in Vermont.
Project Objective, Targeted Outcomes, and Impact to Health Equity	
<p>Families of individuals with intellectual and developmental disabilities (I/DD) who have higher support needs report that their family members with I/DD are un- or under-employed. Where jobs have been found, they are for very few hours/week, poorly integrated into a typical job setting, and/or arranged on a volunteer basis. Despite Vermont's strong commitment to employment in Vermont Developmental Disability Services (DDS), people with higher support needs are being left behind.</p> <p>VTDDC will implement a demonstration project to provide Customized Employment training for the employment support teams of individuals with I/DD. CE is a process through which the relationship between employer and employee is negotiated and personalized in a way that meets the needs of both. While CE can be used for a wide range of job seekers, it is particularly helpful in developing competitive integrated employment opportunities for people with intellectual and developmental disabilities (I/DD) who have relatively high support needs.</p>	
Project Description	
<p>This must include descriptions of specific terms associated with eligibility, benefits and services, and how the state intends to operationalize the program (e.g., population served, provider types, provider qualifications, methodology for incentive payments)</p> <p>VTDDC will coordinate enhanced training for the employment support teams of 10 individuals with I/DD. Participating families will have developmental services budgets that are administered by their designated or specialized service agencies or through self/family management. Each individual's team will identify two staff members who will receive training in CE. Up to 20 providers will complete a web-based training as well as receive coaching from a specialist contracted by the VTDDC. Parents will also be able to access coaching.</p>	
How does the state ensure there is no duplication of federal funding?	
<p>The Agency of Human Services operates under a Cost Allocation Plan (CAP) which is approved quarterly by HHS. The CAP ensures there is no duplication of funding because total expenses are allocated to the benefitting federal program.</p>	
Source of non-federal share	

<p>State funds equivalent to the amount of federal funds attributable to the increased FMAP.</p>
<p>How does the state ensure that the investment does not include any activities listed in STC 11.6 (Investment Approval Process)?</p>
<p>AHS staff have reviewed project descriptions to ensure that the investment does not include any activities listed in STC #11.5 and will monitor program expenditures to ensure continued compliance with this requirement.</p>
<p>The state assures that in reporting cost, the state and providers must adhere to 45 CFR §75 Uniform Administration Requirements, Cost Principles, and Audit Requirements for Health and Human Services (HHS) Awards and 42 CFR §413 Principles of Reasonable Cost Reimbursement. Pursuant to 45 CFR §75.302(a) the state must have proper fiscal control and accounting procedures in place to permit the tracing of funds to a level of expenditures adequate to establish that such funds have not been used in violation of applicable statutes. Costs must be supported by adequate source documentation.</p>