

**P.A.S.
Personal Assistance Services
Bridging The Gap From
Home To Work**

**Satellite Conference and Live Webcast
Thursday September 20, 2007
2:00 - 4:00 p.m. (Central Time)**

Produced by the Alabama Department of Public Health
Video Communications and Distance Learning Division

**Recognizing Employment
Potential**

Each person is different and each disability affects differently. Some individuals with disabilities may never be stable enough to enter the workforce. However, if a person with a disability expressed a desire or interest in work, then a major barrier has been alleviated.

Planting The Seed

- Planting the seed of employment soon after a diagnosis is made is very important. After a devastating injury or diagnosis is received, persons with disabilities undergo a period of adjustment, but after the adjustment is made, the professional plants the seed of employment options to help the transition.

P.A.S. Services

- P.A.S. Services are a range of services provided to an employee or to a potential employee with a disability to enable that individual to perform daily activities both ON and OFF the job
- Services provided by a personal attendant are designed to increase independence and ability to perform daily activities both ON and OFF the job

P.A.S. Employment

- Employment can be either in the home or in an integrated work setting
- Employee has to work at least forty hours per month and be paid at or above minimum wage
- Qualifications
 - The individual must meet the Medicaid Financial and Medical requirements for SAIL or TA Waiver eligibility

**Personal Assistance
Service Program**

- The employer must agree to have the PAS worker on the job site
- A SAIL Case Manager visits participants monthly at home or at the work site
- PAS workers are employed under a service provider contract from a local vendor

P.A.S. In-home Services

- Personal Hygiene
- Dressing and Undressing
- Personal Grooming
- Transportation to/from Work
- Light Housekeeping
- Meal Preparation and Feeding
- Prompting Medication
- Transfer from Bed to Chair

P.A.S. Work Related Services

- Personal Hygiene
- Transportation
- Feeding
- Banking/Errands
- Work-day Preparation
- Prompting Medication
- Entering/Exiting Doors

SAIL Medicaid Waiver

- SAIL Medicaid Waiver is approved to serve adults with disabilities who are at risk of being institutionalized in a nursing home
- Protects the health and safety of those individuals while reducing Medicaid expenditures for institutional care.

Target Population

- Traumatic Brain Injury (TBI)
- Spinal Cord Injury (SCI)
- Neuromuscular diseases
- Other selected disabilities if all criteria is met

Eligibility

- Must meet the eligibility criteria previously explained

Technology Assisted (TA) Medicaid Waiver

- The TA Waiver is approved to serve individuals who received private duty nursing services through the EPSDT Program who will no longer be eligible for this service upon turning 21 and for whom private duty nursing services continue to be medically necessary based upon approved private duty nursing

Technology Assisted (TA) Medicaid Waiver

- It is also approved for individuals who meet the nursing facility level of care
- Eligible persons must be 21 years of age or older

Financial Eligibility

- Persons meeting the SSI benefit limit and up to 300% of SSI

Services

- Private duty nursing
- Personal care attendant service
- Medical supplies
 - Up to \$1,800 per client per waiver year
- Assistive technology
 - \$20,000
- Targeted case management

Working With A Disability

- Many Alabamians with severe disabilities work 40 hours per week
- The data collected for the 1999-2000 census estimated there were over 264,500 individuals of working age with disabilities...AND...that 191,000 Alabamians with disabilities would like to work

National Cost

- The low employment rate of individuals with disabilities is estimated to cost the nation's economy more than \$200 billion annually

Tight Labor Market

- According to the U.S. Bureau of Labor Statistics, the available supply of labor has shrunk by one-half its previous size during the past 15 years
- By 2006, we were facing the tightest labor market in 40 years

P.A.S. Contact

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Ticket To Work/Medicaid Infrastructure Grant

Alabama Medicaid Agency

**Alabama Department of
Rehabilitation Services**

Building Blocks

- **Working together to build a system that supports employment for people with disabilities**

Working With A Disability

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Tight Labor Market Prediction

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Why Aren't People With Disabilities Working?

- **Fear and confusion regarding effect on current benefits**
- **Lack of transportation**
- **Inadequate training and education**
- **Cost and availability of personal care workers**
- **Stigma associated with hiring people with disabilities**

Employment Supports For Alabamians With Disabilities

The following agencies or grants provide employment supports for individuals with disabilities and for many people a choice to be employed, independent, and self-sufficient for the first time in their lives

Social Security

- Provides monetary benefits or work incentives to people with disabilities
- Social security disability insurance (SSDI)
- Supplemental security insurance (SSI)
- Ticket to work

Benefits Planning And Outreach Assistance

- The Alabama Department of Rehabilitation Services and the Independent Living Centers have benefit specialists located at various locations through-out the state

Benefits Planning And Outreach Assistance

- Benefit specialists have been trained to discuss all impairment-related work expenses (IRWE), and how employment will effect SSI or SSDI benefits from Social Security
- Can explain all work incentives created by programs such as Ticket to Work

Ticket To Work

- The centerpiece of the Ticket to Work and Work Incentives Improvement Act of 1999
- The goal of the ticket program is to give disability beneficiaries the opportunity to achieve steady, long-term employment
- Under the authority of the SSA
- Administered nationally by Maximus, Inc.

TTW/MIG/ADRS

- The goal of this grant program is to support people with disabilities in securing and sustaining competitive employment in an integrated setting and to provide access to healthcare services

TTW/MIG Focus

- Personal Assistant Service (P.A.S.)
- Employment task force
- Policy consortium
- Medicaid buy-in feasibility study
- Outreach and education
- Case management redesign

Personal Assistance Service

- Medicaid's home and community based Homebound/Sail Waiver involved
- Range of services provided to an employee with a disability to enable the individual to perform daily activities both on and off the job

Personal Assistance Service

- Employment can be either in the home or in an integrated work setting and must be at least 40 hours per month and paid at or above minimum wage

Employment Task Force

- The establishment of Alabama employer focus group to review national statistics on employer's perceived barriers to hiring people with disabilities and to comment on Alabama's view
- Develops a video on the employability of people with disabilities who are "employ-able" and "valu-able" entitled *Alabama Employs Ability*

Policy Consortium

- Composed of providers, consumers and other stakeholders
- Serves as a focus and direction of grant activities

Medicaid Buy-in Feasibility Study

- The Alabama Medicaid Agency elected to perform a feasibility study on Medicaid buy-in which has been completed by the Lewin Group

Case Management Redesign

- The development of a module for case management on-line training to include education regarding self-determination, person-centered planning and consumer direction

ADRS-Vocational Rehabilitation Service

- The primary purpose of vocational rehabilitation service is the rehabilitation and employment of people with disabilities
- A person with a disability must meet with a vocational rehabilitation counselor, apply for services, and meet certain eligibility criteria to receive services

Alabama's Career System – One-Stop Centers

- A valuable resource for people with disabilities who may need retraining
- Career centers are housed together with state employment offices
- Offer a wide array of services for people seeking employment

Alabama's Customized Employment Grant

- Funded through the U.S. Department of Labor
- Features two Customized Employment Specialists (CES) in the Montgomery and Anniston career centers

Alabama's Customized Employment Grant

- Individualizes employment opportunities through person-centered planning, vocational evaluation, and career exploration
- Employment carving

Home Based Employment

- Home-based employment or self-employment is also an option for people with severe disabilities
- Home employment
 - Based at home
- Self-employment
 - Could be outside the home

PASS

- The plan for achieving self-support available through the Social Security Administration as a work incentive
- Individual must receive disability benefits
- Money is set aside for a work goal and can only be used to pay for that goal

PASS

- Goal must be approved by SSA and a PASS cadre is available to assist anyone with questions or to help complete the plan

Small Business Administration

- Another option is utilization of the Small Business Administration (SBA) which are usually available at most colleges and universities throughout the state
- SBA professionals can counsel and help to develop a business plan as well as assist in locating funding sources through federal resources

Other Work Related Supports

- Assist with disability-related health issues using “peer-supporters”
 - persons with the same disability who are working and can answer questions
- Work site accessibility – tax incentives are available to employers who make accommodations in the work-place for employees with disabilities

Utilizing Employment Supports

- Develops independence, self-esteem, and self-sufficiency
- Improves quality of life
- Improves the economy
- Gives more freedom to individuals to make choices and to control their lives

Resources

Social Security
1-800-772-1213

ADRS
1-800-441-7607
SSA Specialists & SAIL Specialists
ADRS #

Birmingham Independent Living
Center
1-(205)251-2235

Independent Living Center of Mobile
1-(251)460-0301

Resources

Montgomery Center for Independent Living
1-(334)240-2520

Alabama Medicaid
1-800-362-1504

One-Stop Centers
1-877-872-5627

Alabama Customized Employment (ACE) Specialists
Anniston 1-(256-835-1597
Montgomery 1-(334)288-0249

Resources

Alabama Department of Senior Services Council on Aging
1-800-243-5463

PASS Cadre
1-800-254-9489

Central Alabama Easter Seals Rehabilitation Facility
1-(334)288-0240 ext. 284

Upcoming Programs

Family Planning Protocol: Updates and Changes
Monday, September 24, 2007
2:00 - 4:00 p.m. (Central Time)

Workplace Violence
Friday, September 28, 2007
9:00-11:00 a.m. (Central Time)

Upcoming Programs

Short Term Birth Interval: Counseling Family Planning Patients
Thursday October 4, 2007
2:00 - 4:00 p.m. (Central Time)

Mosquito Abatement in Louisiana Post Katrina and Rita
Thursday October 11, 2007
12:00 -1:30 p.m. (Central Time)