

MISSOURI

DIVISION OF DEVELOPMENTAL DISABILITIES

Missouri Talent Pathways Apprenticeship

In response to the direct support professional (DSP) workforce crisis, Missouri implemented several initiatives and invested in the DSP workforce to strengthen the ability to meet the needs of Missourians with intellectual and developmental disabilities (IDD). One such initiative was Missouri Talent Pathways, a registered apprenticeship program that enhances recruiting and retaining a highly skilled DSP workforce, including employment staff. Missouri Talent Pathways is a registered apprenticeship program that blends on-the-job mentoring with technical instruction and culminates in participants receiving a certificate as a Certified Direct Support Professional. The competencies are aligned with those of the National Alliance of Direct Support Professionals (NADSP).

Pay for Reporting

A major focus for Missouri has been developing and implementing a value-based payment system that incentivizes outcomes for waiver recipients and rewards service providers who facilitate those outcomes. The first step to developing this system is implementing a pay-for-reporting process. In this process, employment service providers share data metrics to inform the development of future alternative payments. We have developed reportable data elements with technical assistance from the SELN. These metrics include units of service delivered, activities completed, individual preferences, individual progress/needs, outcomes, and service completion. Pay-for-reporting will begin in January 2023.

Integrated Case Management

Missouri has long identified the need for an integrated case management system that is inclusive of employment services. An integrated case management approach will standardize, centralize, and automate the service planning process of state and private Targeted Case Management providers who provide Medicaid waiver services. The Missouri Division of Developmental Disabilities received funding approval from the Center for Medicare and Medicaid Services (CMS) for a case management system that will be a web-based solution to support the lifecycle of consumer care. As part of configuration, we have developed specific business rules to structure support coordination processes and service monitoring specific to employment and daily life. In addition, we will collect specific outcome data elements related to employment include industry, wages, benefits, hours worked, and sources of supports for funding.

SELN member states
as of June 2022



Employment for Individuals with Intellectual and Developmental Disabilities

State Snapshot



86% people working in individual (non-group) employment*

13% working**



36.4 average number of bi-weekly hours for those in individual jobs**

* Data Source: Missouri DMH data system

** Data Source: In-Person Survey, National Core Indicator (NCI) Project, 2020-2021. For more information, visit www.nationalcoreindicators.org/resources/reports/



State Employment Leadership Network



The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

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The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.



Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

Leadership.

Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

Strategic Goals and Operating Policies.

Employment is supported by program goals and operating practices.

Financing and Contracting Methods.

State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

Training and Technical Assistance.

Investment in the development and maintenance of a strong, competent workforce.

Interagency Collaboration and Partnership.

Building relationships to remove barriers to employment supports.

Services and Service Innovation.

Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

Performance Measurement and Data Management.

Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.