

MISSOURI

DIVISION OF DEVELOPMENTAL DISABILITIES

These snapshots and the data (at right) show progress in Missouri to build a sustainable, higher-performing integrated employment system, driving future work and systems' goals.

SELN member states as of June 2020



Increase in Authorizations for Employment

A major focus of Missouri's efforts has been on expanding the number of individuals authorized for employment services. At the end of June 2020, there were 1,380 individuals authorized for employment services under Missouri's Medicaid waiver, an increase of 18.6% over the past 24 months. While the ultimate goal is for individuals to become successfully employed, the ability to access the necessary supports and assistance to do so is a critical first step in this process, in terms of prioritizing employment.

State as Model Employer

The Missouri Division of Developmental Disabilities helped to spearhead Missouri's efforts for the state to become a model employer of people with disabilities. The end result was an executive order issued by Governor Michael Parson on September 9, 2019 setting annual goals for continuing to increase the percentage of individuals with disabilities in the state workforce, and a series of initiatives to meet those goals. As part of the capacity-building, each state department is required to develop a capstone project, to increase employment of people with disabilities in their respective departments.

Value-Based Payment Structure

A major focus for Missouri has been on development of a value-based payment system, whereby service providers will be paid for meeting certain benchmarks. Missouri has worked closely with the Office of the National Coordinator for Health IT and consultants on development of this system. SELN has provided support regarding establishment of payments, and development of various tools for documentation of those payment points. The development of this payment structure has proven to be complex in terms of identification of payment points, creation of documentation tools for vendors that can be used within existing systems, aligning this payment system with CMS requirements, and development of a systematic roll-out of the value-based payment structure, to replace the current fee-for-service structure. The intent is to begin phase I of reporting implementation in late 2020.

Employment for Individuals with Intellectual and Developmental Disabilities

State Snapshot



83% people working in individual (non-group) employment*

73% increase in individuals receiving job coaching over past 3 years*



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

* Data Source: Missouri DMH data system –2020

** Data Source: In-Person Survey, National Core Indicator (NCI) Project, 2016-2017. For more information, visit www.nationalcoreindicators.org/resources/reports/

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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

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.