



**Competitive and
Integrated Employment
Initiative for Certain
Medicaid Recipients:
Client Services Data
Report**

**As Required by
Senate Bill 50, 87th Legislature,
Regular Session, 2021**

**Texas Health and Human Services
December 2024**



TEXAS
Health and Human
Services

Table of Contents

1. Introduction.....	2
2. Background	3
3. Required Data	5
4. Conclusion.....	7
List of Acronyms	8

1. Introduction

The Texas Health and Human Services Commission (HHSC) is required to submit client services data for the competitive integrated employment initiative for certain Medicaid recipients to the Governor, Lieutenant Governor, Speaker of the House of Representatives, and Legislature no later than December 31 of each even-numbered year as directed by [Government Code Chapter 531](#).

Senate Bill 50, 87th Legislature, Regular Session, 2021, amended [Government Code Chapter 531](#) by adding Section 531.02448, Competitive and Integrated Employment Initiative for Certain Medicaid Recipients. This amendment directs HHSC to report data regarding employment services for individuals to whom this section applies, including:

1. the number of individuals who are receiving employment services in accordance with [26 Texas Administrative Code Chapter 284](#);
2. whether the employment services are provided by the Texas Workforce Commission, through the waiver program in which an individual is enrolled, or both; and
3. the number of individuals who have obtained competitive and integrated employment, categorized by waiver program and, if applicable, an individual's level of care.

This report compiles client services data between September 1, 2023, through December 31, 2023, to align with competitive integrated employment initiative timeframes required in Government Code, Section 531.02448(d). Level of Care (LOC) is not applicable to this report as it is used to determine eligibility for intellectual and developmental disabilities (IDD) services in general. Once eligibility is established, a person may receive any service provided by the program in which the person is enrolled.

2. Background

Senate Bill 1226, 83rd Legislature, Regular Session, 2013 established the employment-first policy and task force to promote competitive employment opportunities that provide a living wage for individuals with disabilities. In compliance with Senate Bill 1226, Texas Government Code 531.02447 establishes that the policy of the State is to prioritize competitive, integrated employment (CIE) for individuals with disabilities and requires HHSC, the Texas Workforce Commission (TWC), and the Texas Education Agency to adopt an employment-first policy that promotes CIE opportunities that provide a living wage for individuals with disabilities. CIE:

- is full, part-time or self-employment for which an individual is compensated not less than local minimum wage;
- provides a rate that is not less than the rate paid for the same or similar work performed by others without a disability and offers the same benefits provided to other employees;
- is at a location in the community where the employee with a disability interacts with other employees and persons who do not have a disability;
- provides opportunities for advancement to employees with a disability that are similar to other employees without disabilities; or
- if self-employed, yields an income that is comparable to that received by other individuals without a disability^a.

Employment Assistance (EA)^b is a service provided to an individual to locate paid competitive employment in the community or self-employment. EA consists of individualized, person-directed activities designed to assist individuals in achieving their desired employment outcome. Once CIE is obtained, services are transitioned to Supported Employment (SE)^c. SE provides ongoing support to an individual with a disability to sustain competitive employment in one of the following settings: self-employed, work from home, and competitive integrated. SE includes employment adaptations, supervision, and training related to an individual's assessed needs.

^a [U.S. Code, Title 29, Chapter 16, Level 0, § 705 \(5\)\(A\)\(i-ii\)\(B\)\(C\)](#)

^b [Texas Administrative Code, Part 1, Chapter 368, Subchapter B, Rule §368.201\(b\)\(3\)\(A\)\(B\)\(i-v\)](#)

^c [Texas Administrative Code, Part 1, Chapter 368, Subchapter B, Rule §368.201\(b\)\(5\)\(A\)\(i-ii\)\(B\)\(i-iii\)](#)

The HHSC waiver programs that provide employment services, including both EA and SE, are:

- Community Living Assistance and Support Services (CLASS)
- Deaf Blind with Multiple Disabilities (DBMD)
- Home and Community-based Services (HCS)
- Texas Home Living (TxHmL)
- STAR+PLUS Home and Community Based Services (STAR+PLUS HCBS)

The Texas Workforce Commission's Vocational Rehabilitation Services program (TWC-VRS) provides short-term employment services to eligible individuals that result in an individualized, competitive job. TWC-VRS offers SE services which are different from those provided by the HHSC waiver services. TWC-VRS SE enables customers with the most significant disabilities to enter CIE by providing individualized assistance in finding an appropriate job match; provides ongoing support services; and facilitates the transition from TWC-VRS services to HHSC waiver SE supporting continued CIE.

Between September 1, 2023, through December 31, 2023, both the TWC and the HHSC waiver programs provided employment services.

3. Required Data

Table 1.1 represents the average monthly number of HHSC waiver program recipients whose program provider billed for employment services between September 1, 2023, and December 31, 2023, based on available billing data. Averages were used because SE and EA providers have up to twelve months (i.e., until December 31, 2024) to submit claims for reimbursement, making it difficult to determine the exact number of individuals receiving services each month. To see the actual number of individuals whose program provider billed for SE in December 2023, refer to Table 1.3.

Table 1.1^d

HHSC Waiver Program Type	Average Number per month Receiving SE Services	Average Number per month Receiving EA Services
HCS	143	77.25
TxHmL	14	5.75
CLASS	17.5	0
DBMD	0	0
STAR + PLUS HCBS	2	0

^d Data source: Texas Health and Human Services Center for Analytics and Decision Support

Table 1.2 represents the total number of HHSC waiver program recipients who also received services through TWC-VRS between September 1, 2023 and December 31, 2023.

Table 1.2^e

HHSC Waiver Program Type	Receiving TWC-VRS^f
HCS	86
TxHmL	21
CLASS	44
DBMD	<5
STAR+PLUS HCBS	58
Totals	214

Table 1.3 depicts the total number of HHSC waiver program recipients whose program provider billed for SE as of December 31, 2023, based on available data. Providers have up to twelve months from the date the service was initiated to submit claims for reimbursement.

Table 1.3^g

HHSC Waiver Program Type	Number of Individuals who Obtained CIE through SE
HCS	149
TxHmL	13
CLASS	18
DBMD	0
STAR+PLUS HCBS	2
Total	182

^e Data was provided by the Texas Workforce Commission

^f Designated TWC-VRS Employment Services include the following: Job Placement Services, Job Readiness Training and Augmented Services, On the Job Training Services, Supported Employment Services, and Work-Based Learning Services.

^g Data was provided by the Texas Health and Human Services Center for Analytics and Decision Support

4. Conclusion

This report provides baseline data and lays the foundation for future reporting. The data documented in this report indicates implementation of the Employment First Initiative established by the legislature as a result of the passage of Senate Bill 1226, 83rd Legislature, Regular Session, 2013 and implementation of Texas Government Code §531.02447. With the ongoing HHSC and TWC collaborations to educate and promote CIE, individuals, families, providers, and employers will be better prepared for a diverse workforce.

List of Acronyms

Acronym	Full Name
CIE	Community Integrated Employment
CLASS	Community Living Assistance and Support Services
DBMD	Deaf Blind with Multiple Disabilities
EA	Employment Assistance
HCS	Home and Community-based Services
HHSC	Health and Human Services Commission
IDD	Intellectual and Developmental Disabilities
LOC	Level of Care
S.B.	Senate Bill
SE	Supported Employment
STAR + PLUS HCBS	STAR+PLUS Home and Community Based Services
TxHmL	Texas Home Living
TWC	Texas Workforce Commission
TWC-VRS	Texas Workforce Commission Vocational Rehabilitation Services