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Work Readiness

Public Hearing

February 15, 2024

Background

- House Bill 4169, 88th Regular Legislative, Session 2023
- Amended Human Resources Code, Subchapter B, Chapter 32, by adding Section 32.0755 *Prevocational Services Under Certain Waiver Programs*
- Directed HHSC to include prevocational services or a service similar to prevocational services in the following 1915(c) Medicaid waiver programs
 - Home and Community-based Services (HCS)
 - Texas Home Living (TxHmL)
 - Deaf Blind with Multiple Disabilities (DBMD)



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Service Name

- Proposed service name of *Work Readiness*
- Focus on service as a stepping-stone for individuals' future competitive employment goals



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Service Description

Work Readiness – Habilitative Skills

- Teaching generalized habilitative skills necessary to prepare an individual to participate in vocational services
- Training in the use of adaptive equipment necessary to obtain and retain vocational skills



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Examples of Generalized Habilitative Goals

- Increasing attention span
- Staying on task
- Following directions
- Completion of multi-step tasks
- Self-advocacy
- Identifying community resources
- Writing skills
- Typing skills
- Navigating technology
- Time management
- Use of adaptive equipment
- Navigating transportation



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Service Description cont..

Work Readiness – Vocational Goals

- Aimed at generalized vocational goals consistent with achieving the outcomes identified in an individual's person-directed plan
- Are not job task oriented
- Employment First Discovery Tool must be completed prior to service delivery



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Examples of Generalized Vocational Goals

- Professional communication standards
- E-mail or phone call etiquette
- Interpersonal skills development
- Problem-solving
- Professional relationship building
- Hygiene related to work-settings



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Service Description 1 of 4

Work Readiness – Personal Assistance

- Provides personal assistance for an individual who cannot manage personal care needs during work readiness activities



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Service Description 2 of 4

Work Readiness - Transportation

- Includes transportation between the individual's place of residence and a setting in which work readiness services are provided
- Includes assisting individual with securing transportation
- Includes transportation between work readiness service locations



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Service Description 3 of 4

Work Readiness – Employment Goals

- Provided to an individual whose service planning team does not expect to be competitively employed within one year after the date Work Readiness services begins



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Service Description 4 of 4

Work Readiness

- Is not available to an individual who is
 - Receiving supported employment
 - Engaged in competitive, integrated employment



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Billable Services

Work Readiness

- Participating in service planning team meetings
- Training in vocational skills that are not job-task oriented
- Underlying habilitative tasks that are specific to vocational goals and outcomes
- Training in the use of adaptive equipment related to vocational goals
- Transportation or assistance with transportation



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Non-Billable Services (1 of 3)

Work Readiness

- Service provider travel if not accompanied by an individual
- Documentation of a service component
- Drafting an implementation plan
- Performing activities related to staff members' employment
- Performing activities regarding service claims



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Non-Billable Services (2 of 3)

Work Readiness

- Time spent waiting for a billable activity
- Simultaneously with other hourly services
 - Individualized skills and socialization
 - Employment assistance
 - Supported employment
 - Community First Choice Personal Assistance Services/Habilitation
 - Respite
 - **Exception:** Intervener in DBMD



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Non-Billable Services (3 of 3)

Work Readiness

- Services similar to Work Readiness accessed or funded through other sources
- Services not provided in person
- Services provided while an individual is engaged in competitive or self-employment



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Service Provider Qualifications 1 of 3

Work Readiness - Requirements

- Be at least 18 years of age
- Not be the parent of a minor
- Not be the spouse of the individual



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Service Provider Qualifications 2 of 3

Work Readiness - Competency

- Have a high school diploma or equivalent certificate
- Have a proficiency evaluation of experience and competence to perform the job tasks
 - Written competency-based assessment
 - Three written personal references



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Service Provider Qualifications 3 of 3

Work Readiness - Transportation

- If transporting an individual in a vehicle must have
 - Current valid driver's license
 - Vehicle liability insurance



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Settings Requirements 1 of 3

Work Readiness - Exclusions

- Cannot be provided in the residence of an individual or another person
- A setting presumed to have the qualities of an institution based on Medicaid Home and Community Based Services (HCBS) settings requirements



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Settings Requirements 2 of 3

Work Readiness – Individual Rights

- Must allow an individual to:
 - Control their schedule and activities
 - Access food at all times
 - Access visitors of their choosing at any time
 - Access all part of the setting



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Settings Requirements 3 of 3

Work Readiness – Modifications

- Modification identified based on specific assessed need of the individual
- Modifications documented and implemented in accordance with Medicaid Program rules (aligned with current individualized skills and socialization modification requirements)
 - HCS: 26 TAC §263.2005(g)
 - TxHmL: 26 TAC §262.905(g)
 - DBMD: 26 TAC §260.503(h)



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Service Limits (1 of 2)

Work Readiness – Combined Limit

- Combined total of Work Readiness and any individualized skills and socialization
 - 1560 hours during an Individual Plan of Care (IPC) year
 - Six hours per calendar day
 - Five days per calendar week



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Service Limits (2 of 2)

Work Readiness – Combined Limit

- An individual may receive Work Readiness for no more than five consecutive years
- **Exception:** An individual may receive Work Readiness for more than five consecutive years if justification is obtained by the service planning team
 - Documented in the service plan
 - Authorized by HHSC



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Performance Standards

Work Readiness

- Phased approach on performance standards
- Phase 1 – focus on promotion of the new service and utilization data
- Phase 2 – focus on individual progression towards competitive, integrated employment



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Thank You

Additional inquiries can be sent to
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