

D. Personal Assistance Services

November, 2005

2003, 2004 and 1st & 2nd and 3rd Quarter 2005

2005 additions in **Bold** in endnotes

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Activity	States with Experience	States Planning or Beginning Activity	TA Tools, Policy Analysis and/or Multi-State Analysis Completed?
1. Personal Assistance Services (PAS) Program Planning & Fiscal Estimating¹	Minnesota ² North Dakota ³ <i>Oklahoma⁴</i> Vermont ⁵ Wisconsin ⁶	Arkansas ⁷ Hawaii ⁸ Iowa ⁹ Indiana ¹⁰ Colorado ¹¹ Kansas ¹² Michigan ¹³ <i>North Carolina¹⁴</i> Ohio¹⁵ Wyoming ¹⁶	<u>Results of Survey of Utilization of PAS Medicaid State Plan Option services</u> – Compiled by Doug Stone – CWD Team http://www.nasmd.org/disabilities/taskforces/pasutilization.pdf
2. PAS State Plan Policy Development & Implementation¹⁷	Alaska ¹⁸ California¹⁹ Maryland ²⁰ Louisiana ²¹ South Dakota ²²	Colorado ²³ Nevada ²⁴ New Jersey ²⁵	Center for Personal Assistance Services University of California, San Francisco Supported by the US Dept of Education's National Institute for Disability and Rehabilitation Research (NIDRR) PAS Center Website www.pascenter.org
3. PAS & HCBC Waiver Policy Development & Implementation²⁶	Colorado ²⁷ Pennsylvania ²⁸ Connecticut ²⁹	Illinois ³⁰ Virginia ³¹ South Carolina ³²	
4. PAS & Employers and the Workplace Studies & Policy³³	California ³⁴ Oregon ³⁵ Pennsylvania ³⁶ Maine ³⁷ New Hampshire³⁸ Utah ³⁹ Virginia ⁴⁰		<u>Using Workplace Personal Assistance to Improve Recruiting and Retention</u> A joint publication of the Employment Policy Group, Center for Disabilities and Development at the University of Iowa and the Center for Workers with Disabilities http://www.nasmd.org/disabilities/pubs/special.asp <u>The Applicability of the ADA to Personal Assistance Services</u>

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	West Virginia ⁴¹ Wisconsin ⁴² <u>Maine⁴³</u>		in the Workplace http://www.nasmd.org/disabilities/taskforces/0203paspub.pdf
5. PAS & Self Directed Programs⁴⁴	Colorado ⁴⁵ Delaware ⁴⁶ Iowa ⁴⁷ Louisiana ⁴⁸ New Hampshire ⁴⁹ Utah ⁵⁰ Vermont ⁵¹ Wisconsin ⁵²	<i>Alabama⁵³</i> District of Columbia ⁵⁴ Kansas ⁵⁵ Oklahoma ⁵⁶ West Virginia ⁵⁷ Wisconsin ⁵⁸	
6. PAS Workforce⁵⁹	Connecticut ⁶⁰ - Washington ⁶¹ Utah ⁶² Vermont ⁶³	<i>South Carolina⁶⁴</i> <u>Maryland⁶⁵</u>	
7. Improve Consumers and other Stakeholders Understanding of PAS Options for Improving Employment⁶⁶	California ⁶⁷ Maine ⁶⁸ New Mexico ⁶⁹ West Virginia ⁷⁰		
8. Improve administration of PAS program with eligibility & case management data systems⁷¹	<u>Vermont⁷²</u>		

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¹ 1. Personal Assistance Services (PAS) Program Planning & Fiscal Estimating

² Minnesota – 1st Q 2004 – Completed survey of PAS Consumers including employment.

³ North Dakota – Developing PAS as a State Plan amendment – Implementation delayed.

North Dakota 1st Q 2005 – MIG is developing an initiative to improve PAS services and attempt to become fully eligible under MIG requirements.

⁴ *Oklahoma – 2nd Q 2004 – Developing a state plan amendment to provide personal care assistance in a work or educational setting.*

4th Q 2004 - PAS has been a part of Oklahoma's approved State Plan. Oklahoma's Premium Assistance Program went into effect on 1-1-05, providing coverage for previously ineligible working disabled persons who earned over the limit. Personal care assistants are available in the home, and to assist in situations involving transportation for health care purposes. HIFA Waiver passed to allow for coverage of low income.

Oklahoma 2nd Q 2005 Self-Directed Care Act - SB 1015 passed When implemented to allow for community based services over Long Term Care facilities; to provide choice and control of service providers; to allow for money to follow the person; and to establish a fiscal intermediary system within the 1915cWaiver

⁵ Vermont – A study was completed related to PAS for people with mental illness.

⁶ Wisconsin – 1st Q 2004 – Developing a cost estimate for including workplace PAS in the Medicaid state plan by funding three consumers' PAS under a funding agreement with VR and collecting data on their use of PAS.

2nd Q 2004 – PAS in the Workplace study. Survey of existing funding and arrangements for workplace PAS under way.

4th Q 2004 - Despite very wide publicity, survey and funding pilot found little unmet need for workplace PAS funding. Completed workplace PAS issue paper demonstrating probable low cost of including workplace PAS under MA state plan.

⁷ Arkansas 1st Q 2005 – Formed a PAS committee and will be studying other states' workplace PAS services and utilization, developing a proposal, and submitting the proposal to the Medicaid agency.

2nd Q 2005 - MIG PAS committee has reviewed current services and barriers to PAS in workplace, in preparation for preparing recommendations. Division of Development Disabilities Services is preparing an amendment to the MR/DD HCBS waiver which includes adding Buy-In eligibility. Still reviewing options, including adding Buy-In eligibility to PD waiver as well as DD/MR waiver, amending State Plan personal care, and role of cash-and-counseling 1115 waiver.

⁸ **Hawaii 2nd Q 2005 – Developing plans to gather input from stakeholders on improving PAS program through focus groups to be held in August – October 2005.**

⁹ Iowa – 1st Q 2004 – Governor's Budget included funds for PAS state plan amendment contingent on tax increase – Tax increase not approved by legislature.

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¹⁰¹⁰ Indiana – State is assessing the capacity to provide PAS and the unmet need. 1st Q 2004 – State entered into contract with Indiana University to conduct a needs assessment and feasibility study for expanding PAS capacity.

Indiana 1st Q 2005 – Entering the final phase of the needs assessment

Indiana 2nd Q 2005 - PAS needs assessment and feasibility study with recommendations was completed and is being distributed.

¹¹ Colorado – Policy task force on Personal Care Services is working with policy consultant to examine state’s current policies and Federal regulations.

¹² Kansas – State is nearing completion of a Section 1115 Independence Plus Waiver sufficient to support work and to demonstrate combined benefits for employment of PAS and a Medicaid Buy-In program. Involved consumers and advocates with state staff.

1st Q 2004 – State has applied for RWJ Foundation Cash and Counseling grant to help fund planned PAS program. Using MIG funds to design changes in MMIS and eligibility computer system in anticipation of implementing new PAS program.

¹³ **Michigan 1st Q 2005 - MIG project is beginning discussions with other state agencies related to changes in Personal Care benefits. Strategy involves: 1) Develop beneficiary data collection system, 2) Research other state's models & results, 3) Gather data on participant's experiences, 4) Analyze program options & limits and 5) Recommend implementation.**

Michigan 3rd Quarter 2005 – State will initiate the State process needed to change the personal care services language to allow these services to be used in the workplace.

¹⁴ *North Carolina – 2nd Q 2004 – Designing a research plan to identify PAS needs, barriers and preferences of people with disabilities who work or want to work.*

3rd Q 2004 – PAS Work Group formed. Coordinating with other PAS related projects in state.

4th Q 2004 - PAS work group includes members of all North Carolina PAS related projects. To increase PAS services a State Plan Amendment change will be submitted to Department of Medical Assistance by 11/1/2005. Focus groups planned for the spring and summer to ensure consumer input and suggestions identified and included in amendment.

North Carolina – 1st Q 2005 - PAS Workgroup met four times to discuss definitions & decide on approach for enhancing services. Members decided that Medicaid State Plan amendment was a preferable avenue for enhancing services compared to waiver options. Agreement upon what constitutes PAS continues to evade the group.

North Carolina 3rd Quarter 2005 The Advisory Council has now reached a consensus of what constitutes PAS. Survey used to conduct consumer survey of needs should be completed by the end of October 2005.

¹⁵ Ohio 3rd Q 2004 – Plan to conduct a PAS study to develop ideas to improve availability of PAS to working people with disabilities.

4th Q 2004 - A project manager was hired 11/04 and is in the process of writing the proposal for the PAS study.

Ohio 1st Q 2005 - A personal assistance study including focus groups with consumers and interviews with state officials is underway and is planned to be completed in summer 2005.

¹⁶ Wyoming – 1st Q 2004 – Developing a system to assess use and need for PAS services by people with disabilities who desire employment.

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3rd Q 2004 – Organized an advisory group to work with U of Wyoming and contracted to gather data and conduct focus groups.

4th Q 2004 - Focus Group meetings scheduled and held in 20 towns across WY. 29 respondents participated. Summary report of findings & trends completed. Mail survey instrument reproduced and mailed to 1706 persons. 299 completed surveys returned. Data extracted and summary report of findings and trends created.

Wyoming 1st Q 2005 - Committee formed and initial assessment findings, along with focus group report findings, is being analyzed and compared to similar surveys in attempt to enhance focus of subsequent surveys.

Wyoming 2nd Q 2005 - Developmental Disabilities Department has agreed to take a front seat in crafting a follow-on PAS measurement process

¹⁷ 2. PAS State Plan Policy Development & Implementation

¹⁸ Alaska – Clarified Medicaid regulations that transportation to and from work is a covered service for both consumer-directed and agency-based PAS services.

¹⁹ California – 3rd Q 2004 – MIG staff helped finalize regulations on new PAS program for additional PAS in the workplace.

4th Q 2004 - Working with Social Services Department to finalize tracking system and educate county staff as to availability of IHSS in the workplace.

²⁰ Maryland – 1st Q 2004 – Amended and asked for comment on proposed personal care regulations to expand services to the workplace – currently only available in home.

2nd Q 2004 – Personal care regulations to expand personal care services to the workplace were published in the Maryland Register on April 30, 2004

4th Q 2004 – Personal Care regulations changes finalized; effective date of 1/31/2005. In addition, changes to regulations (based on public comment) also include: 1) allowing public & private agencies to conduct criminal background checks & 2) allow the waiver of the English language requirement for personal care workers

4th Quarter 2004 – Maryland has issued an RFP for a vendor to conduct research and analysis to examine the role of personal care in other states' Buy-In programs, the feasibility/fiscal impact of paying family members as caregivers, access standards for personal care services, network adequacy/backup systems, and training of personal care workers. The study will also involve conducting focus groups on these issues.

4th Q 2004 - Maryland will also conduct a separate study with focus groups to determine the personal care needs of individuals with disabilities in the workplace and better understand how personal care will assist individuals in achieving employment goals. The focus groups will examine personal care services in the workplace for 1619 (b), SSDI working disabled.

Maryland 1st Q 2005 - Request for proposals to conduct PAS studies have been issued; Completion dates for studies projected to be August – September 2005. Will include conducting focus groups to examine personal care services in the workplace for 1619 (b), SSDI working disabled. Will include developing a report highlighting Maryland's program in comparison with other states and providing recommendations for improvement.

Maryland 2nd Q 2005 - Focus groups with employed and unemployed people were conducted in four different sites in Maryland. The write-up is expected to be completed in August, 2005

²¹ Louisiana – 1st Q 2004 – PAS – employment support PAS state plan approved by CMS in March 2004.

²² South Dakota – Developed, submitted and received CMS approval of a Medicaid state plan amendment for expanded PAS.

1st Q 2004 – Training provided to Dept of Social Services, VR and employment specialist on new expanded PAS program.

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2nd Q 2004 – Developing draft interagency agreement related to expansion of PAS to include workplace. Working with Home Health Care Association on expansion of PAS to the workplace and dealing with issues on employer-employee relationships. Developing necessary changes to collect data through MMIS for expanded PAS.

4th Q 2004 – MIG staff provided training on new PAS program to 10 provider agencies.

South Dakota – 2nd Q 2005 - Goal of new interagency “Career Development Team Model” is that at least 12 South Dakotans with disabilities will receive assistance in obtaining employment and other support services, including PAS through the career development team model. The career development team model to include Dept. of Labor, VR staff, BPAO staff, an employed person with a disability, a human resource person and a job coach/developer that will meet with consumers who wish to utilize this effort to assist them in successfully obtaining employment. The planning team met in June to outline the process by which a team operates. This process will be reviewed by the MIG Project Steering Committee in September. The MIG staff is in the process of informing potential consumers about the team model concept in order to recruit them into the process.

3rd Quarter 2005 – South Dakota currently has a consumer using PAS at least 40 hours/month in a competitive employment setting. The Career Development Team design team met in August with a training consultant about the concept & how to implement it. Presented it to the Steering Committee in September with favorable approval.

²³ Colorado – Subcommittee of New Employment Incentives for Independence (NEII) Advisory Committee will form a subcommittee to act as personal care policy task force to determine the feasibility of implementing personal care as a Medicaid state plan benefit.

1st Q 2004 – Report developed recommended that state maintain personal care as a home health and waiver based service or implement a state plan benefit in addition to waiver.

²⁴ Nevada – 1st Q 2005 - Coordinated with contractor responsible for PAS needs assessment intake process to include capturing work information on participant needs assessment surveys to begin collecting data for the PAS Evaluation. Conducted training with needs assessment staff members.

3rd Quarter 2005 – State plans to enter into a contract to evaluate existing Personal Assistance Services system for effectiveness of support for employment of persons with disabilities.

²⁵ New Jersey 1st Q 2005 – State has a Medicaid State Plan Amendment, to permit personal care services in workplace settings. "Public Notice placed in the New Jersey Register by March 31st, 2005"

²⁶ 3. PAS & HCBC Waiver Policy Development & Implementation

²⁷ Colorado – State has hired a PAS Navigator to assist Medicaid recipients in assessing accurate and individualized information on their PAS options. A consultant will develop a self-serve needs assessment tool and a group of Medicaid clients to serve as volunteer PAS Navigators

4th Q 2004 - Development of the self-assessment tool is complete after obtaining input from navigators and a variety of audiences. The Department trained a total of 75 PASS Navigators across 16 Single Entry Point (SEP) regions. Navigators completed outreach to people with disabilities in the community.

²⁸ Pennsylvania – State Medicaid agency sent Operations Memo to inform county eligibility workers that individuals enrolled in Medicaid Buy-In can apply for Home and Community Based waiver services and those in waivers can apply for Medicaid Buy-In. The AIDS waivers were amended to include workers with disabilities.

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²⁹ **Connecticut – 2nd Q 2005 - State legislation to modify Medicaid waivers include continuing Personal Care Assistance (PCA) for persons currently on the PCA and ABI waivers who age into the home care program for elders program; cost analysis initiated;**

³⁰ **Illinois – 1st Quarter 2005 - Developing plans to create a peer mentoring program, linking current Buy-In enrollees with individuals with college education in the Home and Community Based Waiver personal assistance program, with the intent of getting them (HCBW recipients) employed. Illinois 2nd Q 2005 - Bids were developed and distributed to vendors to provide the technical components of the peer mentoring program, i.e., recruitment letter, the matching process, training materials and the tracking components. Proposals were received and reviewed and a vendor selected.**

³¹ Virginia – Conducting survey of recipients in Home and Community Based waivers regarding utilization of services, need for services, availability of PAS providers, use in home and use at work.

1st Q 2004 Survey has been completed.

Virginia 1st Q 2005 - 2005 Virginia General Assembly increased payment levels for providers of waiver services, including PAS, which should serve to expand availability and community capacity.

³² **South Carolina 3rd Q 2004 - Discussing waiver changes to allow family members to provide PAS.**

South Carolina 2nd Q 2005 - Request to amend the MR/RD waiver to add adult attendant services was approved in May 2005 and forwarded to the CMS regional office for approval.

³³ 4. PAS & Employers and the Workplace Studies & Policy

³⁴ California – Interagency agreement created to allow for modification of State data system for PAS to track individuals who utilize PAS in the workplace.

³⁵ Oregon – PAS survey developed to document, evaluate, enhance and report use of PAS at home and work site. Survey completed.

4th Q 2004 - Personal Assistance Services/In-Home Services Survey Description: The two main objectives of the survey are: 1) to evaluate consumer satisfaction with PAS in Oregon and 2) to find out how to improve PAS to it can better meet the needs of persons with disabilities who are employed. Report Location: report is pending post to the Oregon DHS website. Oregon ACCESS enhancements released 12/20/04. Staff training on updated Oregon ACCESS will continue to occur.

³⁶ Pennsylvania – In an attempt to develop “promising practices” for back-up attendant care services, 4, 148 surveys were mailed to consumers of PAS to determine the reliability and effectiveness of their backup PAS as it relates to employment. 22 surveys mailed to providers of PAS.

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2nd Q 2004 – Using local pilot demonstration projects to pilot a structure for back-up attendant care services for who are employed. The pilots are part of state MIG project established pilot demonstration project. One is in a rural area and one is in an urban area. They are to work with One Stop employment centers (called Career Links in Pennsylvania).

3rd Q 2004 – Final report with recommendations received from contractor. Implementation of backup structure is being coordinated in two target communities.

4th Q 2004 - Proposals from PAS providers were not awarded; required additional negotiation with providers to effectively address project areas of interest.

³⁷ Maine – Working closely with Real Choices grant on PAS policy review and recommendations to include employment-related issues.

2nd Q 2004 – Developing chart book on “Using Personal Assistance Services to Support Work.”

³⁸ New Hampshire – 3rd Q 2004 – Workplan and budget costs developed for Employer Guide for individuals participating in consumer-directed PAS to assist individuals to minimize employment interruptions and problems due to workforce shortages. Also intended to provide assistance related to consumer training related to developing job descriptions and supervisory skills.

³⁹ Utah – MIG project made presentations at all Voc Rehab offices to inform them of Employment Personal Assistance Services (EPAS) program. Utah has Employment Supports Group to advise UWIN about expansion of personal assistance services to support working people with disabilities.

Utah 1st Q 2005 - 41 individuals with significant disabilities receive EPAS and are employed in integrated, competitive employment - an increase of 6 from last quarter.

Utah 2nd Q 2005 - The EPAS Specialist is completing a Medicaid provider manual for EPAS. She is also conducting outreach presentations to inform individuals with disabilities about the program. 50 individuals are employed in competitive integrated employment and receiving EPAS services.

3rd Quarter 2005 - 68 individuals are employed in competitive integrated employment this quarter and using EPAS services ; 16 new participants were enrolled this quarter.

⁴⁰ Virginia – PAS survey completed related to provision of PAS for potential Medicaid Buy-In participants. Report accepted by MIG staff.

⁴¹ West Virginia – Personal Care Employment Support Services (PCES) began in 2003. Outreach awareness training and public awareness activities are planned. Program is limited to qualified individuals based on ADL needs and to those who work or are seeking work of at least 40 hours per month

2nd Q 2004 – MIG staff conducted 31 training, technical assistance and dissemination activities this quarter related to PCES reaching over 600 individuals.

4th Q 2004 - New PCES information flyers disseminated and technical assistance provided to 169 individuals and service providers.

West Virginia 1st Q 2005 -Project staff conducted 25 dissemination activities regarding PCES through outreach trainings and meetings reaching over 600 individuals across the state.

West Virginia 2nd Q 2005 - Conducted 11 outreach training activities to DHHR regional office staff and Rehabilitation Regional Office staff during this reporting period.

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⁴² Wisconsin 2003 - State is conducting survey of people with disabilities using workplace PAS to develop cost estimate from workplace PAS in the Medicaid State plan.

⁴ Q 2004 - Despite very wide publicity, survey and funding pilot found little unmet need for workplace PAS funding. Completed workplace PAS issue paper demonstrating probable low cost of including workplace PAS under MA state plan.

⁴³ Alaska ⁴ Q 2004 - The survey of PAS recipients of working age regarding their interest in working and identification of the supports needed for them to go to work has been completed and analyzed. Project staff also participated in a December 3 Think Tank to streamline the program and make it more cost-effective.

⁴⁴ 5. PAS & Self Directed Programs

⁴⁵ Colorado – 1st Q 2004 – Personal Assistance Services and Supports (PASS). Navigators assist Medicaid recipients in assessing their PASS options. State has developed materials to train Community-Based PASS Navigators and developed a self assessment tool.

² Q 2004 – The Technical PASS Navigator began training case managers on PASS programs to transition the position's function to traditional points of contact for Medicaid service information. The Department trained Community-Based PASS Navigators in four Single Entry-Point regions.

⁴⁶ Delaware 1st Q 2004 – State is working on developing a consumer-directed PAS waiver program. Medicaid waiver would build on current state funded PAS consumer directed program.

⁴ Q 2004 - CMS approved Delaware's Independence Plus Medicaid Home & Community-Based Services Waiver request on 11/18/04, thus further expanding the availability of consumer directed PAS in and out of the home, statewide.

⁴⁷ Iowa – A consumer workgroup completed a manual for consumers, providers and service workers/case managers on the HCBS service of consumer directed attendant care.

³ Q 2004 – Nine statewide trainings were held on how to self-direct your services including PAS at work and home with 95 attendees.

⁴ Q 2004 - 12 statewide trainings were held on how to self direct your personal care services currently available under the waiver. How to access these services to assist people with working was the focus. 75 people received this training

Iowa ³ Quarter 2005 - Preparation/planning for social marketing on self direction option for the HCBS waiver programs began.

⁴⁸ Louisiana – Consumer direction volunteers were trained to train consumers.

⁴ Q 2004 - Consumer directed PAS training continued statewide through December.

⁴⁹ New Hampshire – To address service capacity for consumer-directed personal care services in the state, two pilot sites were contracted with to establish the infrastructure needed. One at a Lutheran Community Services and one at an Independent Living Center.

⁵⁰ Utah – Conducting demonstration project on use of PAS to support working people with mental illness. Training curriculum was developed to inform consumers about how to hire and direct their own personal assistants.

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2nd Q 2004 – 18 persons with mental illness are employed and receiving EPAS services. Evaluation data shows demographic characteristics and types of services they receive. Average age is 45 and mean years receiving mental health service is 15.

2nd Q 2004 – State has Employment Personal Assistance Service (EPAS) program. MIG staff has developed role of service broker to facilitate entry into EPAS program. Provider manual has been developed and have developed training for consumers and personal assistants.

3rd Q 2004 – Service broker has enrolled 21 individuals. Demonstration of EPAS for those with mental illness has enrolled 17 individuals and 11 are working. Has decreased use of mental health services and enabled maintaining employment.

⁵¹ Vermont – A training program for PAS users will be conducted by the Vermont Center for Independent Living.

2nd Q 2004 – Developing a pilot and evaluating a training program for users of Medicaid participant-directed- attendant care program to increase the accessibility and effectiveness for employment support. Training curriculum, toolkit, and bibliography has been developed and is available for self-study and group trainings is beginning.

4th Q 2004 - Training curriculum, toolkit & bibliography, and resumes of training staff received. Toolkit is available to consumers for self-study through VT Center for Independent Living. Four group pilot trainings were completed. Final report available at http://www.dad.state.vt.us/dvr/vocrehab/vwii/s5_reports.htm

⁵² Wisconsin 2003 – Goal was to develop capacity for self-directed vocational supports in the redesign of the Wisconsin Family Care long-term care system. Staff has been trained, web warehouse in place, curriculum and video available and policies and procedures available.

⁵³ *Alabama – 2nd Q 2004 – Developing a training module for consumers and providers including increasing awareness and self-determination choices regarding PAS providers and utilizing options to access employment.*

1st Q 2005 - Developing a PAS Consumer/Provider Utilization Training Module/Pilot to train providers maximizing availability of PAS providers and train consumers increasing awareness and self-determination choices regarding PAS providers and utilizing options to access employment. The State has collaborated with Alabama Department of Rehabilitative Services to complete this project. The State will develop an RFP by 03/31/05, to complete develop the Attendant Training Registry/Network. The Project staff will complete the development of the PAS Utilization Training for consumers.

⁵⁴ **District of Columbia 1st Quarter 2005 - Planning to execute a contract for the development of a consumer-directed PAS option.**

2nd Q 2005 - Executed a contract for the development of a consumer-directed PAS option

⁵⁵ Kansas – 1st Q 2004 – Planning to develop Self-Direction and Fiscal Management training for consumers to assist them in self directing their services and managing their funds in a manner that best meets their needs.

⁵⁶ Oklahoma – Examining various alternatives to offer flexibility and consumer direction for Personal Assistance Services.

⁵⁷ **West Virginia – 1st Q 2005 – MIG is beginning to work with Real Choice grant and other state agencies to address consumer directed PAS.**

⁵⁸ Wisconsin – Planning to conduct an analysis of self directed PAS.

Wisconsin 2nd Q 2005 - Provided training and TA to service providers on person centered planning and self directed supports.

⁵⁹ 6. PAS Workforce

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⁶⁰ Connecticut - MIG staff participating in steering committee related to addressing workforce barriers for personal assistants.

2nd Q 2004 – Developing training curriculum and stand alone self direction manual for employers of personal assistants. Began developing web-based recruitment tool.

3rd Q 2004 – MIG project purchased site license for Rewardingwork.org and now has an active Connecticut page on website. Registration has begun with 50 personal assistants and 10 employers registered by September 30, 2004. A training manual has been developed.

4th Q 2004 - RewardingWork website is online, with 12 registered employers and 116 applications from Personal Assistants.

Connecticut 2nd Q 2005 - Connecticut Association of Personal Assistants is working with the MIG staff on a series of activities to increase awareness of PAS issues. Members of the group participate in steering committee events.

⁶¹ Washington – Personal Assistant Recruitment and Retention Project (PARR). Over 600 new PAS providers now trained to provide services in and out of home. Enhanced training for consumers as employers and PAS plan managers. *2nd Q 2004 – Groundwork laid for future statewide registry. Home Care Quality Authority (HCQA) will carry forward these activities in 2005 Evaluation of effort underway.*

4th Q 2004 - 994 PAS providers certified for services at home and at work; trained as employers. Successfully met requests for back up, 202 out of 218. PARR registry transferred to Home Care Quality Authority (HCQA). HCQA using success of PARR model to obtain funding for statewide implementation in 2007.

⁶² Utah – State cites difficulty in hiring and retaining PAS workers for both consumer-directed and agency model.

2nd Q 2004 – State has Employment Personal Assistance Service (EPAS) program. Provider manual has been developed and have developed training for consumers and personal assistants.

Utah 3rd Quarter 2005 - 15 individuals with serious mental illness received assistance with Instrumental Activities of Daily Living (IADL) through consumer directed personal assistance. Assessment tools, planning tools, consumer training procedures were tested, refined and adopted by the EPAS program.

⁶³ Vermont – A study was completed regarding the formation of an attendant registry and is now under consideration by the Department. *2nd Q 2004 -*

Recommendations for establishing a registry for providers of Personal Assistance Services (PAS) in Vermont is available on Vermont research web site at

http://www.dad.state.vt.us/dvr/vocrehab/vwii/s5_reports.htm.

⁶⁴ *South Carolina – 2nd Q 2004 – State planning on working with stakeholders to improve workforce available for direct service. Including making changes in waiver policies and procedures consistent with the Nurse Practice Act.*

South Carolina 2nd Q 2005 - H3646, which supported the necessary changes to the Nurse Practice Act, passed. Changes to the family caregiver policy continue to be distributed through the disability organizations.

⁶⁵ Maryland 4th Q 2004 - Maryland's provider network for individuals with disabilities has not been updated in recent years. Updating the provider network to be current and determining a way to bolster the provider network will be key to improving personal assistance services. The updated directory of providers will be

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published on the Maryland Department of Health and Mental Hygiene website for individuals to access (indicating providers who are willing to care for more recipients).

⁶⁶ 7. Improve Consumers and other Stakeholders Understanding of PAS Options for Improving Employment

⁶⁷ **California 1st Q 2005 - First draft of 'IHSS at Work' (PAS program) brochure completed. Distributed approx. 93,000 brochures & made all brochures & language translations available on our website. San Diego county developed an 8 minute outreach video.**

⁶⁸ **Maine – 3rd Q 2004 – MIG Project developing a PAS Chart book including case stories which is intended to improve policy makers and other stakeholders understanding of PAS services under an array of options under Medicaid state plan and waivers which can improve employment. 4th Q 2004 - PAS Services Chart Book completed, titled "MaineCare Personal Assistance Services in the Workplace." Also, PAS Case Studies. both final reports available online at <http://choices.muskie.usm.maine.edu/PAS.htm>**

⁶⁹ **New Mexico 4th Q 2004 - Goal was to increase the number of those who are benefiting and using personal assisted services, especially those who are working. As part of the marketing plan, information about these services was provided . and success stories written up about individuals using these services (especially if employed). The number of individuals using PAS increased from 40 (3rd qtr) to 75 (4th qtr) Of this number 24 are working.**

⁷⁰ **West Virginia – 2nd Q 2005 - Updated/created the first state personal care provider directory and posted it on our web site in order to inform consumers and others about there potential choices of personal care providers.**

⁷¹ 8. Improve administration of PAS program with eligibility & case management data systems

⁷² **Vermont 4th Q 2004 - Supported creation of in-house payroll capabilities for State of Vermont Personal Assistance Services to enhance the reliability of that employment support service system. Completed a substantial prerequisite data-entry and data migration project, moving all VT PAS eligibility and PAS case-management data from paper forms and isolated desktop database applications to a common, networked SQL Server case-management database system.**