



# Upcoming Events

## INARF Pre-Conference |

**October 8**

## INARF Annual Conference |

**October 9 – 10**



### Key Updates:

- Artisan Alley Booth Opportunities Remaining - #3
- Showcase Your IPP Grant Progress Using the Conference Exhibit Booth Opportunities
- Annual Awards: Call for Nomination Results - July 8
- Early Bird Registration Deadline - September 3

*Join us as we celebrate 50 years  
of our industry's success and progress  
for people with disabilities!*



*October 8 @ Embassy Suites Noblesville*

<https://www.inarf.org/anniversarygala.html>

## In-Person Opportunities:



**July 17 | Noon – 2 PM**

**INARF CEO Lunch 'n Learn /  
Life Adult Day Academy (Ft. Wayne)**

**August 27 | 9 AM - Noon**

**HIPAA Violations – Prevention, Reaction, and  
Compliance Training / Easterseals Crossroads (Indpls.)**  
*Eileen Maguire, Eileen Maguire Law Office, P.C.*

**September 10 | 9 AM - 4 PM**

**Conference for DSPs / Embassy Suites Plainfield**

**September 17 | 9:30 AM - 12:30 PM**

**Pieces to the Group Home Financial Puzzle Training /  
Easterseals Crossroads (Indpls.)**  
*Daniel Gaafar & Eric Neidig, Bradley Associates, CPAs*

**November 12 – 13 | 9 AM - 4 PM**

**Person-Centered Individualized Support Plan Facilitator  
Training / Easterseals Crossroads (Indpls.)**  
*Gwen Chesterfield*

## Virtual Opportunities:



**July 16 | 10 - 11 AM**

**Konversations with Katy (CEO Only)**

**July 26 | 10 AM – 12:30 PM**

**INARF Member Forum & Board of Directors Meeting**  
(Returning to Hybrid August 23)

**August 8 | Operations: 10 AM – Noon;**

**Programs: 12:30 – 2:30 PM**

**Quarterly Professional Interest Section Meetings**



For additional information, scan the QR code or go to <https://web.inarf.org>



# Member Forum

## June 28, 2024



# Board Chair Report

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## Welcome

- Donna Elbrecht, President/CEO, Easterseals Arc of Northeast Indiana & Cardinal Services

## Today's Agenda

- **DSW Project Updates** – Kelly Mitchell, Director, DDRS
- **INARF Leadership Academy Class of 2024 Graduation** – INARF Leadership Skill-Building Workgroup Representatives - Jacque Pulling, The Columbus Organization & Kristyn Greenawald, Easterseals Crossroads
- **Industry Update** – Katy Stafford-Cunningham, Brandi Foreman, Andrew Alvarez, & Courtney Scott, INARF



# ***Direct Service Workforce and DDRS Update***

Kelly Mitchell

Division Director

June 28, 2024



ALL people are empowered to live, love, work, learn, play and pursue their dreams.



# Overall LTSS/HCBS Policy Goals



75% of new LTSS members will live and receive services in a home and community-based setting

- Key Result 5: Support the growth, retention and training of the HCBS direct service workforce
  - DSW Plan - Goal: Increase the number of direct service workers by providing support through enhanced wages and benefits through strategic investment in Medicaid reimbursement

# Direct Service Workforce Plan: Three Investment Areas

## **Wages and Benefits:**

- \*Conducted an LTSS Rate Study; resulted in funds for benefits and small wage increase
- \*Distributed ARPA funds for direct payments to HCSPs
- \*Developing initiatives to move HCSPs to levels of economic stability

## **Training & Pathways:**

- \*Streamlining roles and creating a registry
- \*Developing standardized portable foundational training for all HCSPs
- \*Developing career lattice and ladder trainings

## **Promotion & Planning:**

- \*Initiating statewide marketing strategy to support recruitment and retention and to increase public appreciation of HCSPs
- \*Improve workforce data collection and tracking
- \*Participated in the National A&D Staff Survey Pilot to collect data on HCSPs
- \*Initiated demographic and work surveys for regulated HCSPs



# Indiana Family and Social Services Administration (FSSA) Home & Community Support Professionals (HCSP) Workforce Initiatives

**Overview:** As part of the state’s long-term services and supports reform initiative, Indiana’s Family and Social Services Administration (FSSA) launched a statewide, multi-year Direct Service Workforce Plan focused on the recruitment, training, support, and retention of unlicensed workers - Home & Community Support Professionals (HCSPs) - who provide LTSS in home and community-based settings. FSSA has been and will continue to be committed to providing person-centered supports and services for HCSPs and persons with lived experience.

## DIRECT SERVICE WORKFORCE PLAN PARTNERS

- Indiana Direct Service Workforce Advisory Board
- Individuals with Lived Experience
- FSSA
  - Office of Medicaid Policy and Planning (OMPP)
  - Division of Disability and Rehabilitative Services (DDRS)
  - Division of Aging
- State Departments of Health, Workforce Development, and Higher Education
- Indiana PathWays for Aging Managed Care Entities
  - Unprecedented collaboration on all workforce initiatives
- Trade Associations
- Advocacy Organizations
- Consultants

## PRIORITIES FOR TECHNICAL ASSISTANCE

- How to maximize HCSP Assistance Program/Employer Resource Network
- How to reach untapped pools of potential HCSPs, e.g., immigrants; individuals with disabilities; retirees
- How to put forward a marketing campaign for recruitment and public appreciation of HCSPs
- How to create cohorts for HCSPs, who typically are isolated from other HCSPs
- How to determine and collect workforce data without imposing administrative burden on providers

## KEY ACCOMPLISHMENTS TO DATE

- **HCSP Input**
  - DSW/HCSP Advisory Board established in 2022
  - HCSP Career Development Survey
- **State Procurements Underway**
  - HCSP training vendor
  - HCSP communications vendor
- **Health Plan Investments and Collaboration**
  - Workforce Development Administrators
  - Employee Assistance Program (EAP) team
  - Procurement of program for HCBS providers to improve HCSP relations



# Highlights of Progress

- Direct Service Workforce Advisory Board
  - In 2024, the Board, which was launched in March 2022, is meeting bi-monthly
  - Indiana’s Board has been recognized as a model board; more info below “DCW Intensive TA”
  - New title for DSWs: Home and Community Support Professionals (HCSPs)
- Training of HCSPs
  - An RFP was released in early 2024, and it is expected that a vendor will be selected soon. The training vendor must begin the training program by July 1, 2025.
  - The Bowen Center guiding the next level of HCSP training, including micro and macro credentials to affect career development (lattices—grow as an HCSP and ladders—grow into another career).
- Managed Care Entities Workforce Development Administrators (WDAs)
  - Each MCE required to have at least one dedicated WDA.
  - The WDAs work directly with the FSSA workforce development point person.
- Marketing Campaign
  - A vendor has been selected to develop a marketing campaign to recruit HCSPs and to educate the public
- Direct Care Workforce Strategies Center Intensive Technical Assistance.
  - Indiana is focusing on benefits cliff; employment of untapped pools of potential workers (immigrants; persons with disabilities; retirees)
- Data Determination and Collection:
  - The DSW Data Action Plan is being completed in collaboration with the FSSA Division of Data and Analytics.
  - Next target: Identify the most important data points needed from the HCBS providers.



# Training

## Indiana Code Section 12-11-16-3(b)

**IC Section 12-11-16-3(b):** The training curriculum established under this section must include a tiered approach to training that consists of the following:

- (1) General education and training in providing direct support to individuals with intellectual disabilities or developmental disabilities with the issuance of a certificate upon successful completion of a standardized test.
- (2) Specialized subcategories of additional direct support professional training to allow for advanced learning and enable career growth in the provision of direct support services.



# Draft General Requirements for DSPs

- (1) A negative tuberculosis screening prior to providing services and updated in accordance with recommendations of the Centers for Disease Control.
- (2) Cardiopulmonary resuscitation certification and recertification, updated every two (2) years, for all personnel each employee or agent who works with individuals in accordance with the American Red Cross, the American Heart Association, the National Safety Council, the American Health and Safety Institute, or the Emergency Care and Safety Institute.
- (3) Auto insurance information, updated when it is due to expire, if the DSP will be transporting an individual in the DSP's personal vehicle.
- (4) Limited criminal history information that meets the requirements of 460 IAC 6.1-11-5 with the information updated at least every two (2) years.
- (5) Professional licensure, certification, or registration, including renewals, as applicable.
- (6) A copy of DSP's driver's license, updated when the driver's license is due to expire.





## Draft: Timing for Current DSPs to complete initial training curriculum

- If employed as a DSP prior to July 1, 2025, the DSP has six (6) months from that date to complete all courses in Foundations Curriculum, Fundamentals Curriculum, and Specialized Medication Administration Curriculum (if applicable).



# Timing for re-training of curriculum

After initial completion of all the courses in the Foundations Curriculum, Fundamentals Curriculum, and Specialized Medication Administration Curriculum (if applicable), the following timing requirements apply:

- Between nine (9) months to one (1) year of the first initial completion by the DSP of the Foundations Curriculum, Fundamentals Curriculum and Specialized Medication Administration Curriculum (if applicable), in order to continue providing services, a DSP is required to complete two (2) courses within the Foundations Curriculum, two (2) courses within the Fundamentals Curriculum, and all courses within the Specialized Medication Administration Curriculum (if applicable).
- Thereafter, every eighteen (18) months to two (2) years after the previous training completion, and throughout a DSP's employment, a DSP is required to complete two (2) courses within the Foundations Curriculum, two (2) courses with the Fundamentals Curriculum, and all courses with the Specialized Medication Administration Curriculum (if applicable), in order to continue providing services.
- A course from the Foundations Curriculum and Fundamentals Curriculum may not be repeated in consecutive training cycles.

# Waiver Amendments Effective July 1, 2024



- Health and Wellness Waiver
- Pathways Waiver
- CIH and FSW Addition of Career Exploration & Planning Service
- Home Modification Assessment (HMA) to TBI, Family Supports (FS), Community Integration and Habilitation (CIH) waivers
- SFC Added to TBI Waiver
- CIH and FSW Modified Pre-Vocational Services
  - Service Plan must identify Facility-Based and Community
  - Facility Based Pre-Voc Limited to 18 months, clock start 7/1/24 with additional 18-month extension available
  - Modifiers Added to Billing System



# Implementation of Pre-Voc Updates

## Prevocational Services group sizes

- Small (4:1 or smaller)
- Medium (5:1 to 10:1)
- Large (larger than 10:1 but no larger than 16:1)

## Service changes

- Case managers will end date the existing Prevocational Services service (PV) as of June 30, 2024.
- Case managers will add the Prevocational Services – Community and/or Prevocational Services – Facility following a discussion with the individual and their team.
- Changes are to be made as soon after July 1, 2024, as possible. Providers will not be able to bill for services provided after June 30 until the PCISP is updated. The permits governing the ability to add a new service and service units retroactively remain in place: services and services units may be added in the current and immediately preceding month.
- A list of PCISPs requiring update will be provided to Case Management Organizations prior to July 1, 2024.





# INARF Leadership Academy - Class of 2024

## ~ Graduation ~



## Leadership Academy – Vision and Impact

***“The Academy is INARF’s commitment to and investment in, the development of leaders with high potential to positively impact industry growth and success.”***

- 6 Classes, totaling **138** Individuals, have Graduated, incl 26 Graduates Today
- **4.38** –Average 6YR Academy Curriculum Satisfaction (1-5 Scale)
- **52%** of INARF Members have Celebrated One or More Academy Graduates



*~ Save-the Date ~*

Class of 2025 - Call for Applications: October 8, 2024



# Leadership Academy - Class of 2024 Graduates



Pictured (L to R): Mikala Martin, Josh Martin, Maria Montgomery, Katie Dear, Melanie Litke, Cassandra Garrett, Chris Duncan, Fortune Ndlovu, Gina Berninger, Ashlee Hahn, Stephanie Anderson, Dee Quaglio, Keisha Boyce, Gina Schulz, Mary Janis, Hollie Burres, Chelsea Deel, Susan Smith, Tracy Callahan, Kate Keating, Julie McKean, Lena Snapp, Joe Mattingly, Grace Jackson, Amber Betts



# Leadership Academy - Class of 2024 Graduates

Stephanie Anderson	Chief Human Resources Officer	Opportunity Enterprises, Inc.
Gina Berninger	Director of Residential	Services Sycamore Services, Inc. (V)
Amber Betts	Day Program Team Lead	Corvilla, Inc. (V)
Keisha Boyce	Associate Director of Supervised Group Living	Stone Belt Arc, Inc.
Hollie Burres	Executive Director of Program Services	LEL Home Services, LLC
Tracy Callahan	Program Manager	ResCare, Inc.
Katie Dear	Regional Team Lead	The Columbus Organization
Chelsea Deel	Service Coordinator	The Village of Merici (V)
Chris Duncan	Director of Community Living Services	Putnam County Comprehensive Services (V)
Cassandra Garrett	Director Community Living Services	Putnam County Comprehensive Services (V)
Ashlee Hahn	Director of Life Enrichment and Employment Pathways	LOGAN Community Resources, Inc.
Grace Jackson	Program Development Manager	Wabash Center, Inc.
Mary Janis	Director of QIDPs	ADEC, Inc.
Kate Keating	Service Coordinator	The Village of Merici
Melanie Litke	Behavior Support Services Coordinator	Stone Belt Arc, Inc.
Josh Martin	Chief Operating Officer	Marshall-Starke Development Center, Inc.
Mikala Martin	Residential Director	The Arc Southw est Indiana
Joe Mattingly	Manager, Camps & Respite Services	Easterseals Crossroads
Julie McKean	Chief Compliance Officer	Opportunity Enterprises, Inc.
Maria Montgomery	Senior Director, Human Resources	Developmental Services, Inc. (V)
Fortune Ndlovu	Area Director	Dungarvin Indiana, LLC
Dee Quaglio	Community Living Assistant Director	Cardinal Services, Inc.
Gina Schulz	Director, Community Day Supports	Easterseals Crossroads
Susan Smith	Planning and Program Manager	Noble, Inc. (V)
Lena Snapp	Coordinator of Quality Outcomes	ViaQuest Community Solutions
Amy Watson	Associate Director of Community Services	Southern IN Resource Solutions, Inc.





## “Major Takeaways” - Class of 2024

- *I loved participating in ILA! I feel like I am leaving this experience with more confidence, the skills needed to be a well-rounded leader, and many new connections. As someone who is a younger manager in this field, it can feel daunting at times. ILA has definitely supported my overall development as a leader and I have loved implementing what I have learned into my work. I really enjoyed the format of the sessions and I also liked the restructuring of the physical space.*
- *This academy was wonderful. The topics, speakers and networking were great tools for me, and I am thankful for the opportunity to learn and grow.*
- *I immediately wanted to go back and implement/brainstorm with my home team.*
- *Overall, this has been a great experience with many positive takeaways. I have implemented many tools I have learned.*
- *I think the alternating start and end times are a positive thing. Starting earlier on Friday so we can end earlier and get in front of what is usually very heavy traffic, is greatly appreciated. The academy started and ended on high notes with the Myers-Brigg the first day and Self Care at the end. Myers-Brigg provided copious opportunities for ice-breakers for the group and Self Care rounded it all out with a "Yes you're here to be better leaders, but that includes taking care of yourself" message. All in all, I absolutely loved being a part of The Leadership Academy. I made it a point to do something from each session the following week and am purposefully finding ways to weave the thing we learned into my practices. Thank you for allowing me to be a part of this wonderful experience.*
- *Curriculum was well balanced. I enjoyed learning about the different areas of the industry as well as getting helpful information on how to navigate. Thank you for putting this together. :)*
- *Thank you INARF Leadership team for this amazing opportunity to build on and take back to my teams.*



# Thank You to our 2024 Leadership Academy Sponsors





# INARF Leadership Skill-Building Workgroup

Thank you!

- **Chair:**

- Pam Verbarg

The Arc of Greater Boone County / Founding Member

- **Members-at Large:**

- Stephanie Anderson

Opportunity Enterprises, Inc. / **Class of 2024 Representative**

- Kristyn Greenawald

Easterseals Crossroads / Class of 2022 Representative

- Matt Harrington

LOGAN Community Resources, Inc. / Founding Member

- Jason McManus

Wabash Center, Inc. / Founding Member

- Jacque Pulling

The Columbus Organization / Class of 2019 Representative

- Mary Raleigh

ResCare, Inc. / Class of 2023 Representative

- Mark Slaughter

ResCare, Inc. / Class of 2021 Representative

- Rick Thompson

Marshall-Starke Developmental Center, Inc. / Founding Member

- Melissa Walden

The Arc Southwest Indiana / Class of 2020 Representative



# Industry Update

Katy Stafford-Cunningham, Andrew Alvarez,  
Brandi Foreman, & Courtney Scott, INARF



# INARF Member Org. Snapshot

## **INARF Strategic Priorities: Advocacy, Data Collection**

- Will be sending out a new form in July for a snapshot of member data
  - Separate from Salary Survey
- Asking for data that is helpful for advocacy:
  - # of people served
  - # employed
  - Average DSP wage
  - # of DSP vacancies
  - DSP turnover rate
  - Services provided
  - Counties served
- GAC Members are currently testing



# Legislator Engagement

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- Ramping up as we head toward session
- When to contact Andrew ([andrew@inarf.org](mailto:andrew@inarf.org)) about legislator meetings:
  - Questions about who to contact and how to contact them
  - Before the meeting happens
  - For any talking points, questions, and best practices
  - After the meeting for a debrief on next steps



# Thank you, PAC Donors! (\$7,303)

Corporate Contributor	President's Circle (\$500+)	Activist (\$301 - \$499)	Advocate (\$151 - \$300)	Supporter (\$76 - \$150)			Contributor (\$26 - \$75)		Friend (\$1 - \$25)
	Debbie Bennett	Donna Elbrecht	Carrie Blackham	Andrew Alvarez	Christiaan Campbell	Brian Cook	Stephanie Anderson	Shelly Everett	
	Danielle Tips		Melissa Walden	Matt Harrington	Jason McManus	Jason Meyer	Kathie Parks	Kacie Ensign	
	Allison Wharry		Bitta DeWees	Barb Young	Shane Burton	Stan Keepes	Wade Wingler	Julie McKean	
	Neil Samahon		Katy Stafford-Cunningham	Brandi Foreman	Rick Adams	Pam Verbarg	Jacque Pulling	Tara Bradley	
	Brianne Boles		Colleen Renie	Connie Kurtz	Chris Nabors	Vickie Lootens			
	Yolanda Kincaid		Jim Wiltz						
	Doug Beebe		Kelly Schneider						
			Sam Criss						



**INARF PAC**





## Contribute to the PAC

Your contributions to the INARF PAC are a critical part of INARF's legislative advocacy efforts. They are used to support elected officials who serve as champions of the provider community. Please consider supporting the INARF PAC today.



For more information and to contribute, scan the QR code or visit: [www.INARF.org/INARF-PAC](http://www.INARF.org/INARF-PAC)



# Contribute to the PAC





# Visits w/ INARF Members



## Recent:

- June 14 - Presentation to Representative Heath VanNatter, INARF 2024 PAC Board Legislator of the Year Award / 22<sup>nd</sup> Annual DSI Golf Outing (Indianapolis)
- June 18 - CEO Regional Lunch 'n Learn / Stone Belt Arc, Inc. (Bloomington)
  - ✓ Kestrel Behavioral Health, LLC
  - ✓ Stone Belt Arc, Inc.
  - ✓ The Arc Southwest Indiana



## Upcoming:

- July 17 - CEO Regional Lunch 'n Learn / Life Adult Day Academy (Ft. Wayne)



# INARF Biennial Salary Survey

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## **INARF Strategic Priority: Data Collection, Advocacy**

- Launching August 9
- **New this Year: Free to Participating Members!**
  - Goal: increase engagement in the survey
  - Charging \$75 to Members that did not respond to the survey, but would like the results
- Results will be available at the end of November
- Thanks to Mindy Duddy for leading this project!



# CMS UPIC Audits

- We have become aware of increased CMS Unified Program Integrity Contractor (UPIC) audits in other States and an uptick in Indiana
- “The UPICs are contracted entities with CMS that conduct investigations/audits of providers’ billing in an effort to reduce fraud, waste, and abuse in both the Medicare and Medicaid programs.”\*
- If you have been through, or are going through a UPIC audit, email [katy@inarf.org](mailto:katy@inarf.org) and let us know.
- Working on gathering Members who have been through an audit to share their experience

\*CMS Medicaid Program Integrity Manual



# INARF Member Publications

- Monthly Medicaid Report Analysis
- Industry Updates – RETURNING!
- Monthly Public Policy Reviews





# “We Heard You”

Members are our #1 asset, and we strive to LISTEN to suggestions gleaned through casual conversations, email communications, survey feedback ...



ABOUT US MEMBERSHIP EVENTS PROFESSIONAL DEVELOPMENT RESOURCES

MEMBER LOGIN

### Technical Assistance

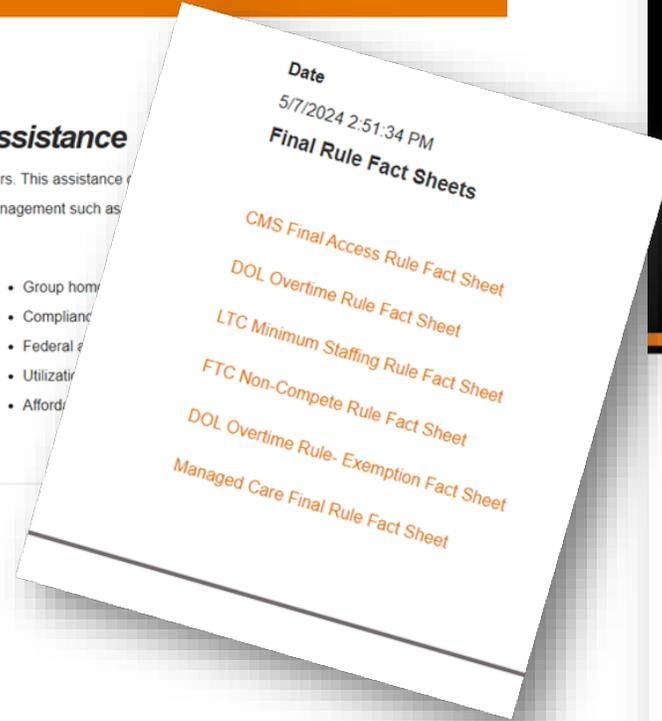
INARF staff and consultants provide ongoing technical assistance to members. This assistance includes operations; policy and regulatory interpretation and compliance; financial management such as...

Examples of frequently-addressed topics include:

- Electronic Visit Verification implementation
- Compliance with the HCBS Settings Rule
- Interpretation of 460 IAC and FSSA policies
- BDDS provider re-approval
- IHCP provider revalidation
- HCBS waiver service definitions and service delivery
- Group home
- Compliance
- Federal
- Utilization
- Afford



- Structured Family Caregiving Resources
- DOL Overtime Final Rule Resources
- Final Rule Fact Sheets
- INARF Rate Increase Billing Webinar, June 15, 2023



FACT SHEET

## OVERTIME RULE



**Impact on Providers:** The increase in salary thresholds for exemption from overtime under the updated Fair Labor Standards Act (FLSA) regulations could lead to higher labor costs for IDD (Intellectual and Developmental Disabilities) providers. Organizations may need to adjust staffing levels and reclassify certain employees to manage these rising costs effectively. Additionally, ensuring compliance with these changes could increase administrative burdens. Overall, these changes require strategic adjustments in budget management and operational planning to maintain quality care without compromising service delivery.

Standard Salary Level Threshold	Highly Compensated Employees Threshold
➡ Current: \$684/week or \$35,568 annually	➡ Current: \$107,432 annually
➡ July 1, 2024: \$844/week or \$43,888 annually	➡ July 1, 2024: \$132,964 annually
➡ January 1, 2025: \$1,128/week or \$58,656 annually	➡ January 1, 2025: \$151,164 annually

[Check them out!](#)



# Health and Wellness SFC Update

- LRI's as well as foster parents can provide SFC
- Transportation has been re-added to the list of allowable activities for SFC
- Allows for Skilled Respite
  - Must be requested as a separate waiver service for those receiving SFC
- Providers are required to provide substitute caregivers up to 15 days per year for primary caregiver wellness and skill development
  - Provider determines how unskilled respite time is calculated (only used as a full day or ability to access hourly)
- AAAs and Independent Case Management companies will continue to provide case management on Health and Wellness and TBI waivers



# Health and Wellness SFC Update

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- AAAs will continue to complete LOCs and take applications for care
- Care plans for individuals should have been updated by June 15th to include choice of family/individual for services.
- An additional 5,000 slots will open for the Health and Wellness waiver on July 1, 2024.
  - Invitation process is under development by the state
    - State will notify AAAs who is coming off the waitlist and the AAAs will be expected to notify families
    - [Waitlist announcement](#)



# Health and Wellness

## SFC Update

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- Prior Authorization Home Health Services can be utilized by waiver recipients receiving Structured Family Caregiving
  - Services can be delivered on the same day, but not at the same time
  - Services cannot be delivered by the same paid caregiver providing SFC
    - IHCP Home Health Services Module page 3 states that at least one indicator from each category must be present to be eligible for HHS. Category II is circumstances in which the caregiver is unavailable.
    - [HHS Provider Reference Module](#)
    - [SFC FAQ](#)
  - [INARF SFC Resources](#)



# H&W Billing Updates

- Information about the caregiver must be structured as follows:
  - Name (Name of caregiver or individual providing service)
  - REL (Relationship to the member must be from the following list):
    - Parent of minor child
    - Spouse
    - Other
  - Claims not identifying the caregiver providing the service and their relationship in the prescribed format will be denied.
  - [HCP bulletin](#)
  - [Video Instructions for LRI billing](#)

This information must be included in one of the following formats:

- NAME:  
REL:
- NAME-  
REL-
- NAME.  
REL.
- NAME>  
REL>



# TBI Structured Family Caregiving

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- SFC was also added to the TBI waiver
  - TBI Waiver also moving to DDRS as of July 1, 2024.
  - [Billing information IHCP Update for TBI](#)
- Mirrors Health and Wellness Structured Family Caregiving
- [View the application for this waiver](#)



## Pathways for Aging Updates

- Go live is still scheduled for July 1, 2024.
- State has asked care managers to refrain from doing non-essential updates for individuals 60 or over and currently on the A&D waiver until after July 1st
  - Does not apply to service plans that are part of a transition from an LRI
- Managed care entities will provide continuity of care for the authorization of services and choice of providers for 90 days after PathWays begins.
- For more information on MCEs you can visit the past [MCE roundtable event](#).



# Pathways for Aging Updates

- Service Authorizations – replacing Notice of Action (NOA)
- Service Authorization Process:
  - Initial Screening conducted by MCEs
  - Comprehensive Health Assessment sent to AAA
  - Nursing Facility Level of Care (NFLOC) Assessment completed by AAA (Maximus starting 7/2025)
  - Assessment results drive the plan of the individual that is developed by the Interdisciplinary Care Team
  - Authorized Services will be determined by the ICT and included in the Service Plan and ICP.
  - [Watch the webinar on Service Authorizations](#)
- Service plans will be viewable in the MCE portal on July 1.
- Provider Manuals Available
  - [Anthem Provider Manual](#)
  - [Humana Provider Manual](#)
  - [United Healthcare Provider Manual](#)



# Attendant Care Update

- Individuals with the following relationship to an **adult** may provide up to 40 hours of attendant care per week:
  - Legal Guardians, including parents who are also the designated guardian – Can provide up to 40 hours per week/per guardian. Additional authorized hours could be provided by other attendant(s) staff. A spouse **may not** provide ATTC starting July 1.
- ATTC service definition was updated to clarify assistance with mobility and includes lifting with mechanical assistance with appropriate training
- July 1, parents of minor children, spouses, and legal guardians of a minor child **may not** provide ATTC
- [A&D ATTC vs SFC](#)
- [Paid Family Caregiver Guidance](#)



# Career Exploration and Planning (CEP)

- **Career exploration:**

- Career exploration, defined as a targeted service designed to help an individual make an informed choice about whether they wish to pursue competitive integrated employment (CIE) including self-employment, obtain information to dissuade myths around or hesitation about CIE, and to identify the career path they would like to pursue either independently or with other available supports.
- Not appropriate for individuals who have determined their desired career path and are already actively seeking CIE in that career path.
- Services may be provided on an individual or in groups dependent on participant choice
  - Group shall not exceed 4-persons and must be formed based on shared CIE interests of the group members



## Career Exploration and Planning (CEP)

- Shall not exceed 20 hours a month for 6 months in any PCISP plan year.
  - While it is preferred that all 6 months are provided concurrently, BDS recognizes there may be times when it is necessary for services to pause and return at a later month.
  - Individuals are encouraged to start the service at the beginning of a month as any part of a month constitutes use of the service in that month
- [BT202480](#)
- [Career Exploration and Planning Guide for Providers](#)



## Pre-Voc

- Pre-voc Facility-Based is a time-limited service that can be accessed by a given participant for a total of **no more than 18 months** throughout their time on the waiver.
  - Applies to everyone receiving facility-based pre-voc July 1
  - Exceptions to this limit will be made on a case-by-case basis
- Prevocational services will sunset June 30, 2024, and be replaced by Pre-Voc Facility-Based Services and Pre-Voc Community-Based Services
  - Both services can be on the same PCISP, and the service can have overlapping dates
  - Changes are to be made as soon after July 1 as possible. Providers will not be able to bill for services provided after June 30 until the PCISP is updated.
- [Prevocational Services Changes Guide for Providers](#)
- [Pre-ETS Portal Update](#)



# Pre-Voc- Billing Changes

- While the billing code, T2016, has not changed, the provider must include the fourth modifier to successfully bill the service
  - UF for Facility
  - UG for Community

• [BT202481](#) –  
IHCP Pre-Voc Billing  
Instructions

*Table 1 – Prevocational services procedure code/modifier combinations and descriptions, effective for DOS on or after July 1, 2024*

Procedure code	Mod 1	Mod 2	Mod 3	Mod 4	New description	Rate	Unit
T2015	U7	U5	U1	UF	Facility-based prevocational 2:1, 4:1	\$10.81	Hour
T2015	U7	U5	U2	UG	Community-based prevocational 2:1, 4:1	\$10.81	Hour
T2015	U7	U5	U3	UF	Facility-based prevocational 6:1, 8:1, 10:1	\$5.66	Hour
T2015	U7	U5	U4	UG	Community-based prevocational 6:1, 8:1, 10:1	\$5.66	Hour
T2015	U7	U5	U8	UF	Facility-based prevocational 12:1, 14:1, 16:1	\$3.73	Hour
T2015	U7	U5	U9	UG	Community-based prevocational 12:1, 14:1, 16:1	\$3.73	Hour



# Member Forum Survey

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Please Take our 2-Minute Survey!

