



RESPECT Enclave Model & Medicaid Waiver Adult Day Training Funding

A recent question has arisen regarding the feasibility of using RESPECT employment dollars and Medicaid Waiver funded Adult Day Training (ADT) resources to create job opportunities for individuals with disabilities. Specifically, can individuals with severe disabilities who are employed through RESPECT contracts receive Life Skills Development 3 (ADT) services for the same hours they are being paid through RESPECT contract work? Research on this issue revealed the following information per the *Developmental Disabilities Medicaid Waiver Coverage and Limitations Handbook* (November 2010):

- Mobile crews, enclaves, and entrepreneurial models that do not meet the standards for supported employment may be offered as Life Skills 3, also known as ADT – Offsite, and can be provided in groups of four or more recipients.
- Any recipient receiving ADT off-site services who is performing productive work, either on-site or off-site, must be financially compensated commensurate with members of the general work force doing similar work per wage and hour regulations of the US Department of Labor (minimum wage or above).
- The ADT off-site model is intended to teach specific job skills and other services directed at meeting specific employment objectives. This model is also known as a Mobile Crew.
- The Mobile Crew is considered as a group approach to training. A crew, consisting of individuals with disabilities, can be employed in a variety of community businesses or other community settings with supervision and training being provided by the provider agency.

December 2012 proposed amendments to the above referenced handbook include a statement that: At least annually, the provider agency will conduct an orientation informing recipients of supported employment and other competitive employment opportunities in the community. Also, the ADT service is referred to as Life Skills 3 in the draft handbook.

Waiver funds for Off-site ADT should not be included in calculating revenue over expenses for RESPECT contracts. Qualified training (ADT) staff can be paid from ADT funds, while employees performing work on service contracts may be paid from funds derived from RESPECT contracts.

If the above criteria are met, RESPECT of Florida views the off-site, ADT model as an acceptable means for agencies to cover the cost of training and supervision for RESPECT employees who are also Home and Community Based Services waiver recipients. The provider agency will need to ensure that the ADT eligibility and program guidelines are met by the staff providing the ADT off-site supervision and training, and that the individuals who are receiving this service also meet RESPECT employee program and eligibility guidelines.