Adult Day Training (ADT) Redesign Stakeholder Meeting

August 6, 2019

Ron DeSantis
Governor

Barbara Palmer
Director
Welcome and Introductions

- Rie Kennedy-Lizotte, NASDDDS
- Kaleema Muhammad, APD
- Liesl V. Ramos, APD
Influences for Change
Kaleema Muhammad

• Americans with Disabilities Act of 1990
• Employment First Movement
• Medicaid Home and Community-Based Services Final Regulation 2014
• Workforce Innovation and Opportunity Act 2014
Influences for Change, cont.

• Changing expectations of individuals and families
• Proposed Federal Legislation to eliminate section 14(c) of Fair Labor Standards Act (subminimum wage option)
Brief Summary from meetings on 5/23/19 and 6/25/19

Liesl V. Ramos

- Challenges include:
  - Funding structure
  - Coordination between schools, VR and APD
  - Identification of “employment” as a goal
  - Finding employers willing to hire individuals with intellectual and developmental disabilities
Brief Summary from meetings on 5/23/19 and 6/25/19, cont.

• Challenges include:
  ✓ Partnering with post-secondary programs
  ✓ Low expectations
  ✓ Data sharing between APD and VR
  ✓ Transportation to and from work
  ✓ Natural supports within the workplace
Brief Summary from meetings on 5/23/19 and 6/25/19, cont.

• Challenges include:
  ✓ Lack of flexibility and creativity in service delivery
  ✓ Better definition of ADT’s role in the consumer’s employment goals
  ✓ Difficult for ADTs to support community-based meaningful day activities
Role of the WSC in the ADT Redesign

Rie Kennedy-Lizotte

Facilitated discussion

Finding the balance between individual choice and public duty...
Role of the WSC in the ADT Redesign

Choices, Chances, Changes, Empowerment Service Planning and Implementation
Role of the WSC in the ADT Redesign

✓ Person Centered Thinking and Planning
✓ Health and Safety
✓ Rights and Responsibilities
✓ Informed Decisions
✓ Dignity of Choice and Risk
✓ Important “To” and “For”
✓ Guiding Service Decisions
Role of the WSC in the ADT Redesign

Informed Choice about Employment
Role of the WSC in the ADT Redesign

Definition of a Critical Conversation

- Critical conversations are important, and can quickly become crucial:
  - 01 Stakes are high
  - 02 Opinions vary
  - 03 Emotions run strong

Guided Conversations

Taken from the book "Crucial Conversations, Kerry Patterson, 2002"
Role of the WSC in the ADT Redesign

Guided Conversations

Not Working – Doubtful

Question:
Tell me about something you would like to be doing but currently aren’t.

Action:
Make a connection between the person’s desires, dreams and work.
Role of the WSC in the ADT Redesign

Guided Conversations

Path Not Working – Interested

Question:
What worries you about working?

Action:
Sue was worried about that but is working now. Want to talk to her?
Role of the WSC in the ADT Redesign

Guided Conversations

Working – Wants a Change

Question:
What kind of help do you need to develop new or different work skills?

Action:
Link to: additional job training, certifications, or classes for career advancement
Role of the WSC in the ADT Redesign

NOTHING STANDS ALONE

EVERYTHING IMPACTS SOMETHING
Next Steps

✓ Develop a plan to implement an ADT redesign
✓ Continue collaboration with stakeholders
✓ Continue collecting data
✓ Engage possible employers
✓ Data sharing interagency agreement
✓ Work with AHCA to align the iBudget waiver and handbook with CMS rules and requirements
Adjourn

Next meeting: Thursday, September 5, 2019
10:00 AM – 11:30 AM

Thank you!