



Waiver Reimagine Advisory Committee

Meeting 12: December 14, 2023

Live captions: <https://www.streamtext.net/player?event=WRAC>

Welcome!

Facilitator Lea

Agenda

Agenda	Time (total time: 2 hours)
Welcome/Agenda/Meeting practices	5 minutes
October meeting recap	10 minutes
Today's Meeting objectives	5 minutes
Case Management	45 minutes
WRAC member input	15 minutes
Habilitation	15 minutes
Future WRAC survey	10 minutes
Wrap-up and future meeting information	5 minutes

Meeting practices

- When speaking, re-introduce yourself (and who you represent)
- Speak slowly so the captioner can accurately capture what you share
- Stay present giving your full attention to this discussion; let us know via chat if you need to leave the discussion and when you are back
- Please stay focused on the agenda item being discussed (Jot out note for reference later) (chat guidance)
- Share your main thoughts/key points early when speaking
- All members have the right to share their ideas and all ideas are valuable
- Be respectful of other participants - including privacy (avoid sharing private details)

Meeting practices (continued)

- Listen to other members and DHS with an open mind
- Focus on the issue, not the person giving feedback
- Assume positive intent – embracing a mindset that will lead to something good
- Advocate for all, not individual situations - stories are shared to inform the policy
- Summarize what you heard to ensure understanding before reacting to another's comment
- Please be mindful of the distracting nature of chat messages to both presenters and other members and use chat to add to the conversation when you are unable to directly share your thoughts.
- Time has been allotted throughout the meeting for questions and discussion

October Recap

- Feedback of results of member input and changes to meeting structure and process
- Heidi addressed group and made herself available to listen to member concerns
- Discussion of WRAC roadmap and additional topics
- Themes of October's input

Roadmap Next Steps

Date	Primary	Secondary
Dec-23	Case Management	Habilitation
Feb-24	Habilitation	Informed Choice
Apr-24	Streamlining policies & processes	N/A
Jun-24	Navigating Individualized Budgets with Informed Choice	N/A

Results of Member Input on Future Meetings (New)

- Tracking of input provided by WRAC members and how the information is being used
- Clearer meeting plans so members can see and prepare for future meeting topics
- Leaders will attend WRAC meetings more frequently to both listen and to be available to answer questions of members (Heidi's invitation and email)
- Members will continue to be asked how they want to engage in WRAC meetings and be given more frequent opportunities to help plan WRAC meetings
- Clearer responses provided to issues raised in meetings (input taken, Parking Lot, connecting to appropriate parties)

Updates on Previous WRAC Input (New)

WRAC input	Next steps/outcomes
Recommended names for two waivers	Waiver Reimagine leadership discussion on next steps
Recommended services under two waivers	Other stakeholder conversations will add to DHS's process with CMS
Recommended budget exception types	Refining exception types internally and drafting process for WRAC review in early 2024

Today's Meeting Objectives

- Generate ideas for Case Management qualification alignment across waivers
- Review current needs expressed by the WRAC planning meeting members
- Recommend case management qualifications that address needs and support alignment
- Habilitation introduction

Case Management Qualifications

Case management qualifications: background

1. Case management qualifications vary across the current four waiver types and consist of different:
 - Degree and licensure requirements.
 - Work experience.
 - Training.
2. As part of moving from four to two waivers, qualifications need alignment.
3. Members of the WRAC shared concerns about case management.

Current degree, experience and training options

Current options	BI, CAC and CADI	DD
1	<ul style="list-style-type: none"> Bachelor's degree in social work 	<ul style="list-style-type: none"> Bachelor's degree in social work
2	<ul style="list-style-type: none"> Bachelor's degree in a closely related field one year of experience as a social worker/case manager/care coordinator 	<ul style="list-style-type: none"> Bachelor's degree in a closely related field and one year of (developmental disabilities) experience
3	<ul style="list-style-type: none"> Does not have a similar option 	<ul style="list-style-type: none"> Bachelor's degree in a closely related field with a minimum of one course that specifically focuses on developmental disabilities.
4	<ul style="list-style-type: none"> Licensed Public Health Nurse or Registered nurse 	<ul style="list-style-type: none"> Registered nurse that is the qualified developmental disability professional (QDDP)
Required training	Must complete 20 hours disability-related training each year in: person-centered planning, informed choice, cultural competency, employment planning, community living planning, self-direction options, use of technology supports.	

Waiver Case Management Responsibilities

Plan: Develop the support plan with the person, parents or legal representative and/or anyone else the person wants to invite

Refer: Connect the person with providers and services.

Coordinate: Communicate with the person's team to ensure all the person's needs are addressed.

Monitor: Ensure supports and services are delivered services as written in the person's plan.

Advocate: Support and promote the person's choice and control

WRAC CM feedback themes

Case Managers need to be competent in:

- Life stages and planning for critical transitions
- Waiver service requirements
- Backup planning

Case managers need to be skilled in:

- Communication
- Connecting people with experts
- Assessing and understanding the needs of people

People need timely support and stability in case management

Themes shared by Tribal Nation representatives

Equity & Capacity

- The case management workforce needs to represent all people served
- Case managers need to be culturally responsive and competent in tribal sovereignty
- Alternative qualifications must be added to address disparities in bachelor degree attainment

Questions to consider

- What changes would you recommend to the required case management qualifications (education, experience, training, etc.)?
- How might those changes address your case management concerns? For example:
 - Consistency in case manager (reduced turnover)
 - Differences between contracted and lead agency case managers
 - Timely support
- What qualifications and/or credentials must a new hire bring to the job?

Member Feedback and Questions

Waiver.reimagine@state.mn.us

Habilitation

Habilitation – Stakeholder feedback efforts to date

- DHS conducted habilitation focus group in 2022 and three public surveys between 2021 and 2022 requesting input on options for keeping or removing the residential habilitation requirement
- Today, we want to provide:
 - A brief background on habilitation requirements,
 - Share summary of feedback received in 2021 and 2022,
 - Identify areas of additional habilitation discussion for the February 2024 WRAC meeting.
- End of the habilitation section includes tentative questions for discussion at Feb. 2024 WRAC meeting and additional details from 2021 and 2022 feedback.

Why explore the change?

Per CMS regulations, a consolidated waiver structure cannot apply different requirements to each target groups (e.g., level of care) within a single waiver

WR2 legislation also requires that, “the commissioner must ensure, within available resources and subject to state and federal regulations and law, that waiver reimagine does not result in unintended service disruptions.” See [Laws of Minnesota 2021, 1st SS, chapter 7, article 13, sec. 73 paragraph \(d\)](#).

What is Habilitation

Center for Medicare and Medicaid services (CMS) core definition:

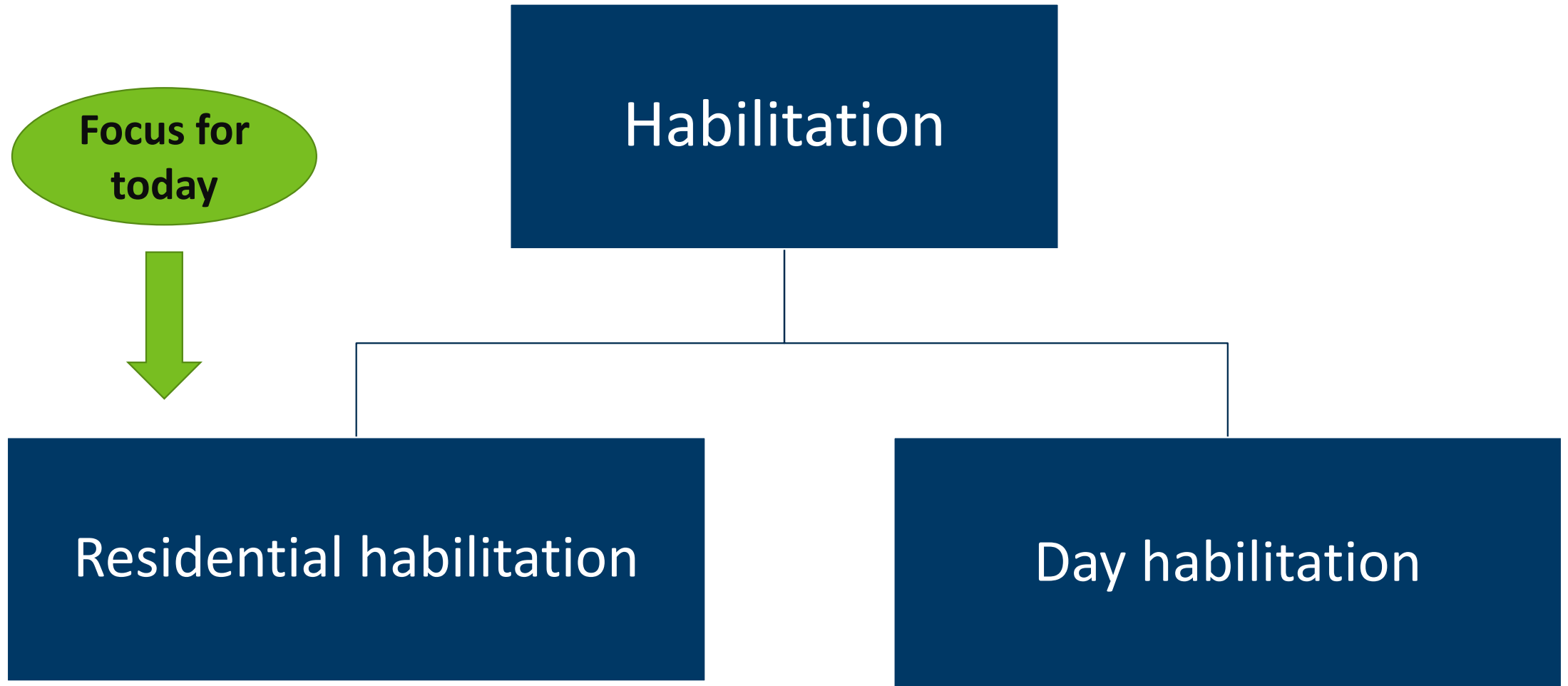
- Services designed to assist people in acquiring, retaining and improving the self-help, socialization and adaptive skills necessary to reside successfully in home and community-based settings.

The DD Waiver is a habilitation waiver. The DD waiver requires all people to:

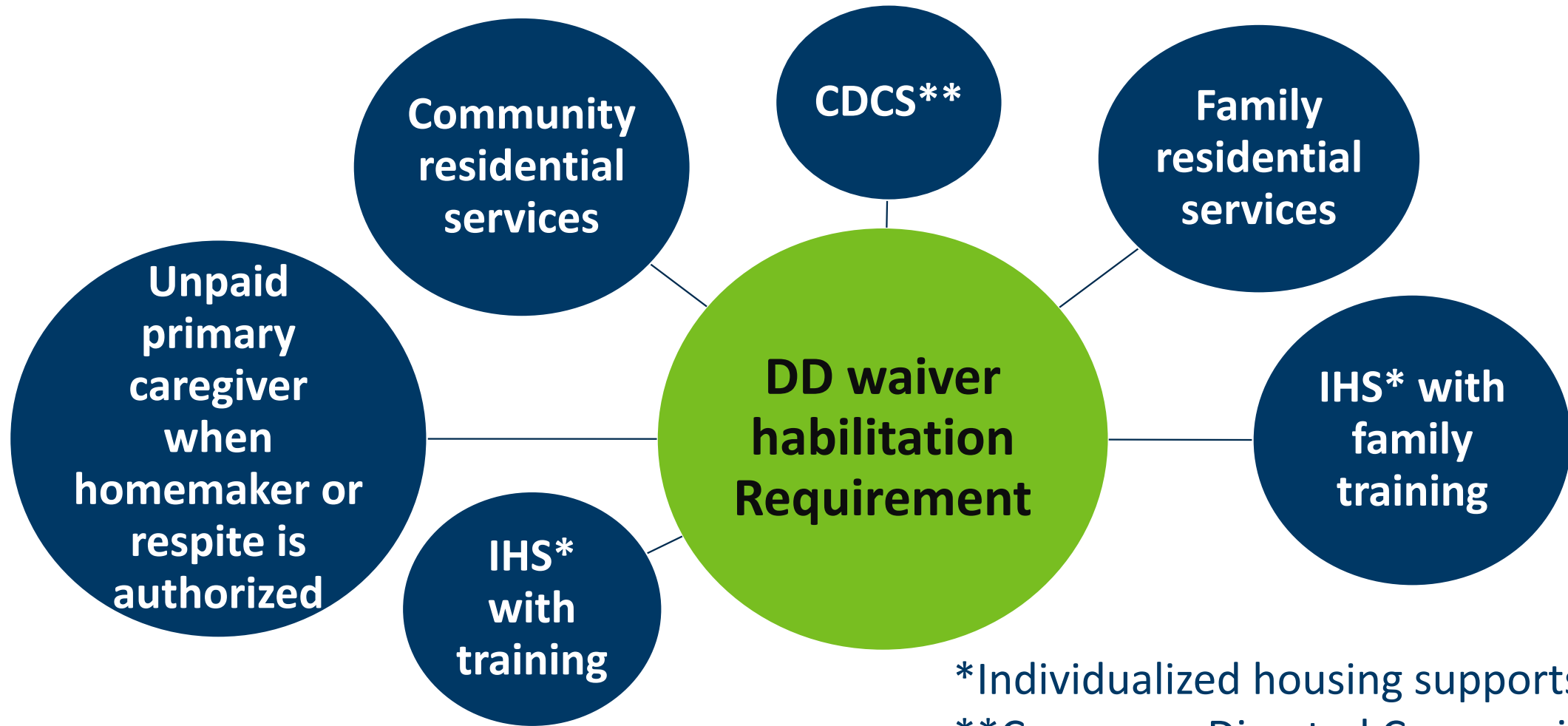
- have at least one residential habilitation service authorized and delivered. A list of services on residential [habilitation](#) service are on a future slide.
- have a residential habilitation service in place within 90 days of the person starting on the waiver.

People on the BI, CAC or CADI waiver do not have a requirement to receive a residential habilitation services.

CMS: Day and Residential Habilitation



Services that meet the residential habilitation requirement



*Individualized housing supports (IHS)

**Consumer Directed Community Supports

Habilitation – Stakeholder feedback efforts to date

DHS conducted habilitation focus group in 2022 and three public surveys between 2021 and 2022 requesting input on options for keeping or removing the residential habilitation requirement.

Majority of feedback received across input from 300+ responses to surveys and the focus group is to remove the residential habilitation requirement.

Note: In addition to WRAC input, there will be further public stakeholder input requests (e.g., surveys) in 2024 on this topic.

What may change regarding residential habilitation?

If the residential habilitation requirement is removed:

What may stay the same?

- Services will still have habilitation components identified
- If you need habilitation, you can get habilitation
- If you want to work on goals, you can.

What may change?

- Residential habilitation may not be required
- Goals may not be required.

Planned Habilitation discussion questions for Feb. 2024 WRAC Meeting

- What do you like about removing the residential habilitation requirement?
- What are your concerns about removing the residential habilitation requirement?
- What is important to consider if this transition occurs?

- What additional habilitation information is needed for discussing policy options at the February 2023 WRAC meeting?
- What clarifications are needed to better understand the habilitation requirements?
- Other input and feedback?



Reference: Summary of feedback received in 2021 and 2022

Feedback received to remove the residential habilitation policy requirement:

- Eliminates confusion and provides clarity around habilitation requirements
- Ensures all waivers need have the same eligibility requirements.
- Allows informed choice when to receive habilitation services

Feedback received to keep the residential habilitation policy requirement:

- Potential to decrease motivation to have goals if residential habilitation is not required.
- Worries people will not receive their services and staff not doing their job if they don't have the requirement to provide residential habilitation.
- Concerns raised about the quality of staffing and whether staff would be trained to work with people with intellectual/developmental disabilities.

Reference: Summary of feedback received in 2021 and 2022 – cont.

Feedback on important considerations for the transition if the residential habilitation policy requirement is removed:

- The need for clear communication was emphasized, including providing information in various formats (PowerPoints, visuals, listening sessions) and through various channels (case managers, mail).
- It was suggested that changes should be introduced slowly and implementation should be rolled out over a period of time.
- The state needs to recognize that change can be scary for people and their families, and should avoid “overhyping” the benefits of change.

Other Updates

Future WR Survey

- Interest was high for the DeYoung Engagement opportunities
- Creating survey for early 2024 to capture feedback
- Our ask of WRAC members is to both participate and share the survey with your networks when it does come out
- We will plan to send out an advanced copy to WRAC members for review & feedback as well

Road Map Topics

For Recommendations	For Idea Generation	For Review & Feedback
<ul style="list-style-type: none">• Services in a 2-waiver system• Habilitation services for people with DD• Transitions between waiver types• Safeguard and monitor informed choice and informed decision making• Case management and support planning services	<ul style="list-style-type: none">• Communication and training to support people moving to an individual budget• Implementation and transition, particularly for CDCS users• Self-Direction of services	<ul style="list-style-type: none">• Program simplification• Public information and materials• Budget exception policy and implementation• Legislative report• Waiver Plan language before submission to CMS

Thank You!

Waiver.reimagine@state.mn.us

Reminders and future meeting

Future meetings:

- Thursday, February 29, 2024
- Thursday, April 25, 2024
- Planning opportunities