



Working Healthy/WORK Training



WELCOME

WORKING HEALTHY / WORK: PRESENTATION

Target Audience: *Working Healthy* Professionals, MCOs, Assessors, ILCs, Other Agencies Providers, etc.

Revised: 10/1/2024

MODULE 4

What is *WORK*?

Presenter: Sherri Marney, BSHS/M, WORK Program Manager
Length of presentation: 35 minutes



Goals and Objectives

1. Acronyms to know.
2. Understanding basic “Cash and Counseling” model.
3. Learn about eligibility for **WORK** Services.
4. Learn about what **WORK** does not provide.
5. Learn about the **WORK** Safety Net.
6. Learn about **WORK** services.
7. Learn about **WORK** “Who is Who”.

Acronyms To Know:

BI = Brain Injury

FMS = Fiscal Management Services (FMS)

I/DD = Intellectual / Developmental Disability

KDADS = Kansas Department of Aging and Disability Services

MCO = Managed Care Organization

PAS = Personal Assistance Services

POA = Power of Attorney

STEPS = Support and Training for Employing People Successfully

WH = Working Healthy

WH/WORK = Working Healthy/WORK

WPM = WORK Program Manager

EVV = Electronic Visit Verification

HCBS = Home and Community Based Services

ILC = Independent Living Counselor

KDHE = Kansas Department of Health and Environment

MCO CC = MCO Care Coordinator

PD = Physical Disability

SSA = Social Security Administration

TCM = Targeted Case Management

WHBS = Working Healthy Benefit Specialist

WORK = Work Opportunities Rewards Kansans

WORK stands for
Work Opportunities
Reward Kansans
(WORK)

- **WORK** is the program through which people enrolled in **WH** receive personal assistance services (PAS) or waiver like services because **WH** beneficiaries cannot receive HCBS waiver services.

W  RK

WORK provides **waiver-like** services provided in the home and community

WORK is not a waiver program

WORK is part of **WH** (Medicaid buy-in employment incentive program)

KDHE oversees of both **WH** and **WORK**.
KDADS oversees **HCBS** waivers.

WORK/HCBS Safety Net



If on a waiver the month before **WORK** services start, the waiver spot will be protected. If loss of **WH** or **WORK** eligibility or voluntary withdraw occurs, the member could return to HCBS so long as HCBS eligibility is met.



If on an HCBS waitlist, while in **WORK**, the member will move up the waitlist and could get a waiver spot offer. Members are allowed to remain in **WORK** with a protected waiver spot. If **WORK** ends the member could move to the waiver.

The WPM and MCO CC will assist members to return to HCBS waivers or waiting lists. Members can choose to leave **WH/WORK** at any time.

Eligibility for WORK Services

- ◀ You are eligible for **WH**.
- ◀ You have the same level of need for assistance as the PD, I/DD, or BI waivers.
- ◀ And are either:
 - Receiving services on one of these waivers.
 - On the waiting lists for one of these waivers.
 - Screened through the waiver and added to the appropriate waiting list prior to completion of the **WORK** assessment.

Additional Eligibility Criteria

- In order to receive **WORK** services, members with:
 - ❖ Physical disabilities must demonstrate a need for physical assistance with ADLs (such as getting out of bed, bathing, dressing, eating, etc.).
 - ❖ Intellectual/developmental disabilities or brain injury must demonstrate a need for physical assistance, or cuing/prompting, to perform ADLs and/or demonstrate a need for Supported Employment.
- KDHE reserves the right to require additional documentation of a member's disability and/or conditions.



Cash and Counseling



WORK is designed to provide eligible enrollees with more options in how they purchase services.



Members decide whether they want to self-direct, have an agency direct their care, or a combination of agency and self-direction.

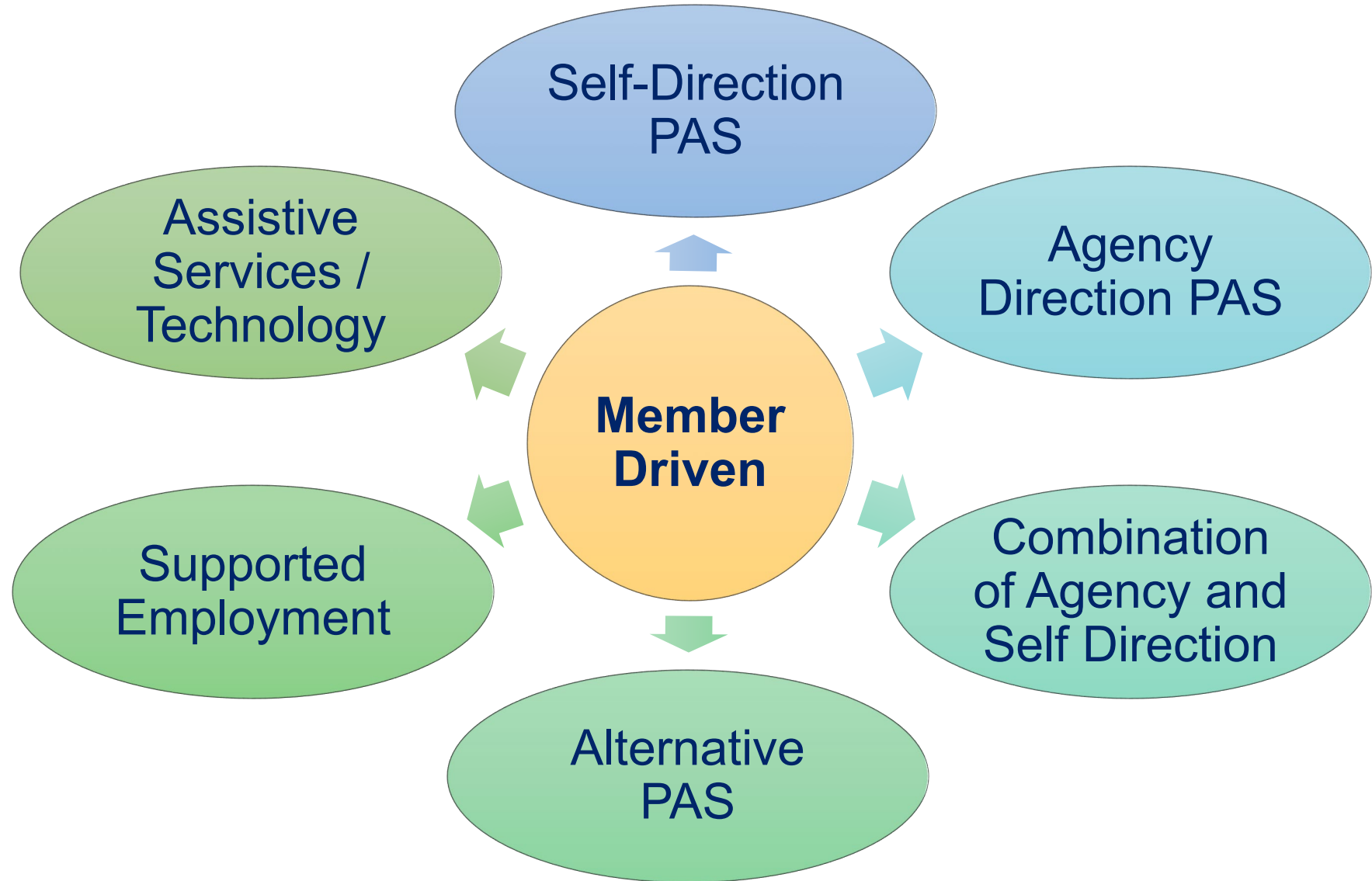


Member can purchase services in a cost-effective and flexible way that best meets their needs.



Members choose providers with whom they feel the most comfortable rather than have to use mandated providers based on disability or geographical location.

WORK Services Are Member- Driven



WORK Limitations/Restrictions



WORK does not cover day or residential services.



WORK cannot provide services to individuals living in a provider operated home.



WORK does not provide support related to behavioral health conditions.



WORK members cannot get TCM.

WORK Services

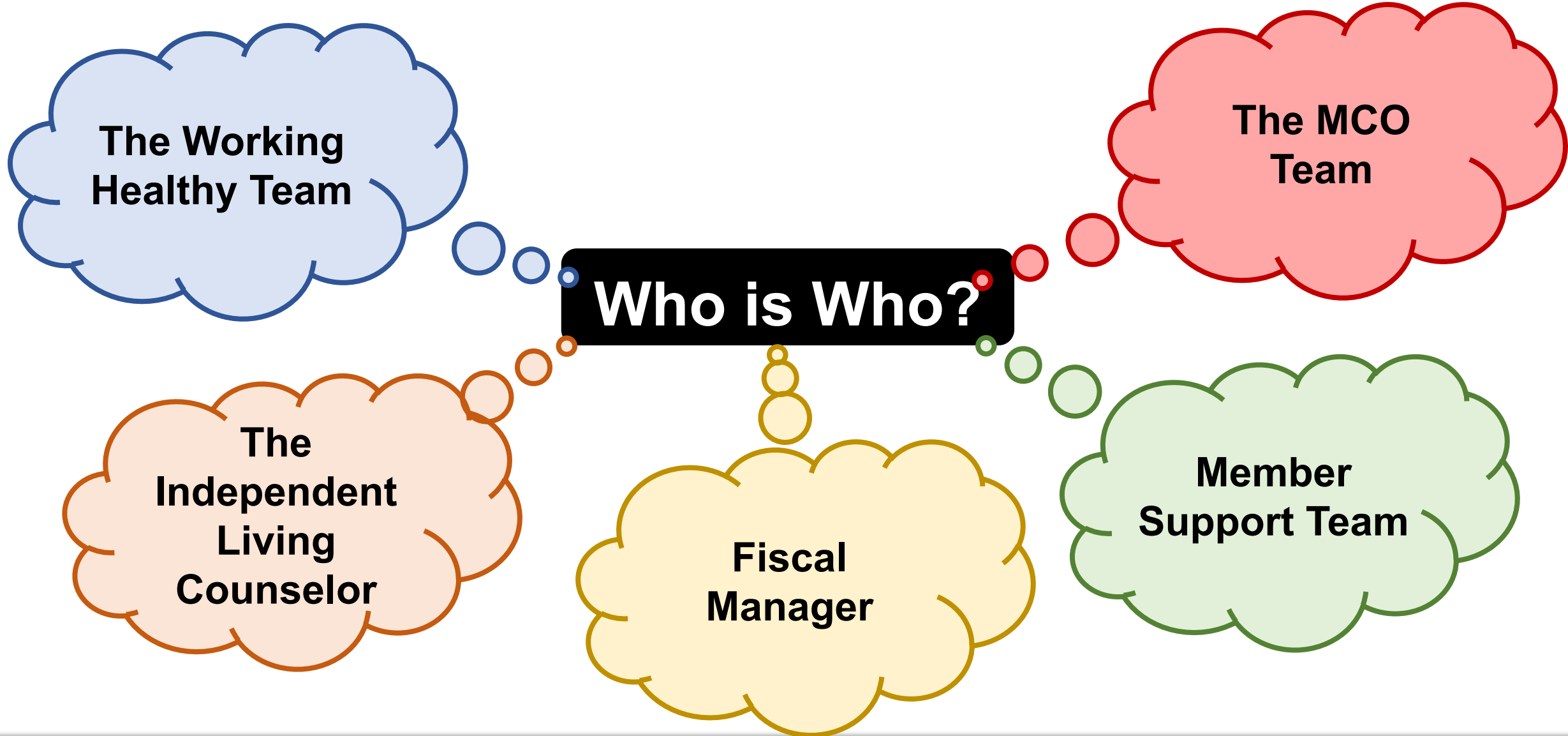
PERSONAL ASSISTANCE
SERVICES (PAS)

SUPPORTED EMPLOYMENT

ASSISTIVE SERVICES

Independent Living Counseling
(ILC)

There is no additional cost for WORK Services!



Working Healthy/WORK Training

WH Team

WH Director

- Oversees WH, WORK, and STEPS programs and staff.

WH Sr Program Manager

- Oversees WH program and WHBS. Can explain benefits related to WH, Social Security, Medicare, etc.

WHBS

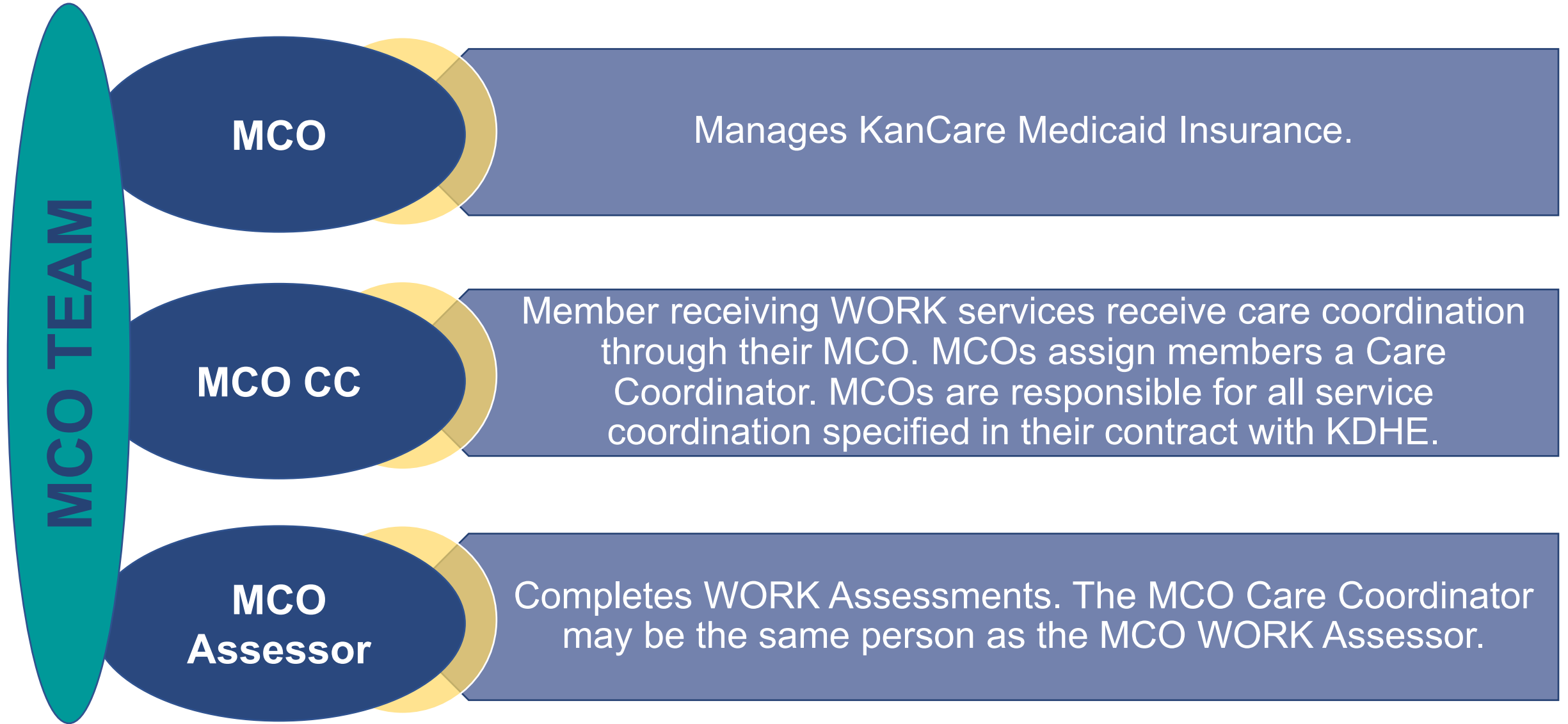
- Explain WH, provide benefits planning/counseling on Social Security work incentives, information on State medical benefits, e.g., KanCare, Medicare Savings, HCBS, & Medicare through SSA.

WORK Program Manager

- Oversees the WORK program. Can explain the WORK program, open and close WORK services, WORK/HCBS safety net, etc.

STEPS Program Manager

- Supports and Training for Employing People Successfully (STEPS)
- Oversees the STEPS program.





Independent Living Counseling (ILC)

Is a service designed to assist members to self-direct their WORK services.

Is not Targeted Case Management.

Provide members with assistance to navigate program processes, paperwork and budgets.

Provide education, assistance and guidance with eligibility paperwork.

Assist members to self-direct services and manage budgets and may assist members to access these tools.

Offer information and tools, such as the on-line self-direction training.

Assisting to make choices within the program.

FISCAL MANAGEMENT SERVICES (FMS) ORGANIZATION

All monthly WORK allocations are managed by a fiscal management organization. MCOs contract with an FMS provider to manage the WORK monthly allocation on behalf of their members. Members who receive services must use the FMS provider designated by their MCO.

- Aetna and United both use PPL.
- Sunflower uses Palco.

Provider Payment

Fiscal Management Services (FMS) Organization

FMS is determined by the MCO.

Provider of PAS Signs Up with FMS

Must meet criteria, e.g., background checks, if an agency must meet predetermined standards.

Provider of PAS Bills FMS

Self-Directed: **EVV** Approved by Member Agencies and Vendor: Invoice.

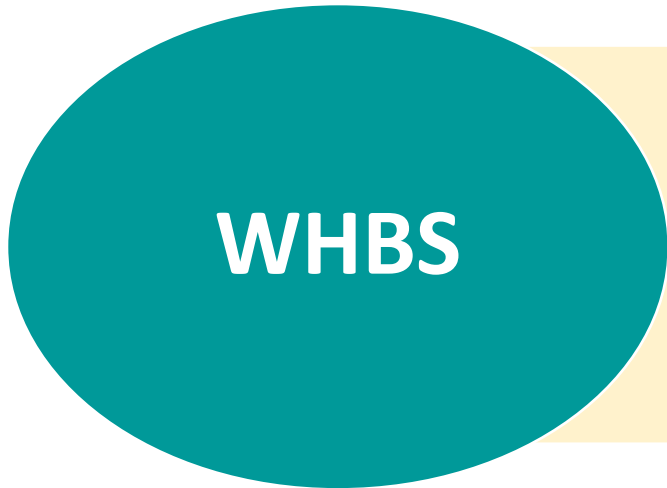
Payment Issued





**Member
Support Team -
WORK
Representative**

- Members may select representatives to assist them in managing their services.
- Representatives are not required to have any type of legal authority to assist the member in directing services. However, members may choose guardians, conservators and those with Power of Attorney (POA) to act as their representative.
- While members may have representatives to assist them, WORK is a program which promotes independence. Members are expected to be involved in all decision making related to their services.
- Providers of services for the member.



Benefits Counseling: SSA, KanCare, **WH**, Medicare, etc.
Answer Questions Regarding Eligibility

For more information on WH/WORK you can visit our website at <https://www.kancare.ks.gov/members/benefits-services/working-healthy/work>



If you have questions or concerns, please contact:

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