

# Provider Shortages and Developing New Providers in Your Area

Lead Agency Employment Liaison Meeting

February 6, 2025

- Interagency Employment Supports Alignment Study update
- Navigating provider shortages
  - Informal supports
  - Non-waiver services
  - Other staffing options
- Developing new providers
- Liaison discussion

- Cole Sorensen, E1MN Coordinator
- Beth Grube, Benefits Planning Coordinator
- Kristy Howe, Employment First Lead
- Shawna Olson, Grant Manager (Employment & Family Grants)
- Brenna Slabaugh, Interagency Efforts Supervisor

# Interagency Employment Supports Alignment Study

- Phase 1:
  - Alignment of service rates, provider enrollment and monitoring standards
  - Goal: to reduce barriers to dual enrollment for providers
- Phase 2:
  - Eligibility processes and people's lived experience transitioning between employment programs
  - Goal: to simplify processes for moving between services and reduce delays and disruptions for people accessing employment supports

# Navigating provider shortages- Team work approach

- Team work approach
  - Case manager
  - Lead agency liaison
  - VRS/SSB counselor
  - Employment service providers
  - Other waiver service providers
  - Natural supports

# Navigating provider shortages

- Non-waiver options – look outside the system
- Creative – how can we use what we have differently
- Out of the box ideas – what are we not thinking of
- Short- and long-term solutions

# Informal supports in Engage/Plan phases

- Family
- Friends
- Neighbors
- Teachers
- Social Networks

# Informal supports in Keep phase

- Bosses and co-workers
- Family
- Friends
- Neighbors
- Teachers
- Social Networks



# Non-waiver employment supports

- CareerForce & Workforce Development Areas (WDA)
- Adult Rehabilitative Mental Health Services (ARMHS)
- Individual Placement and Supports (IPS)
- Other local resources

# Other staffing options

- Remote supports
- Technology solutions
- Someone the person knows gets hired on as a job coach

- Hiring staff directly rather than working through an agency
- Self-designing employment supports
- [30% Budget Exception](#) is available

# Developing new providers- Service area expansion

- Current employment service provider expansion
  - Established provider develops program in your county/area
    - Ex. Metro - Rochester
    - Ex. Blue Earth - Watonwan
  - Established provider hires individual staff
    - Ex. Person hired by provider in different area
- What supports would a provider need to do this?

# Developing new providers- Adding employment services

- Ask providers to add employment services
  - Individualized Home Support providers
  - Day and Prevocational programs
  - Residential providers
- New waiver providers
  - Non-licensed providers
  - VRS providers



# INFO FOR LIAISONS

## Discussion:

- Have you experienced employment provider shortages in your area?
- What have you tried?
- What has helped?
- Do you have other ideas for your area?

# Announcements

- Next meeting: April 3<sup>rd</sup> 10:00-11:00
- Office hours
- Today's presentation recording will be uploaded to [Disability Hub MN - Initial trainings and events](#), link will be sent out soon



Thank You!