

6-22-18

To: Employment First stakeholders

From: Acacia McGuire Anderson, Statewide Employment First Coordinator

Re: [Employment First](#): Employment Path Facility vs. Sheltered Workshop

(Please forward to your local partners & stakeholders)

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The Office of Developmental Disabilities Services (ODDS) has been working with stakeholders to update guidance and clarify requirements related to Employment Path services. Under new requirements for Home and Community-Based Services (HCBS), sheltered workshop services will no longer be eligible for Medicaid funding as of March 15, 2019. However, not all Employment Path Facility services are sheltered work. This message is to help clear up any confusion.

Attached to this email and on the [Employment First website](#), there is a fact sheet on Employment Path Facility. Please share this fact sheet widely.

Employment Path Facility services are not necessarily the same as sheltered workshop settings. A sheltered workshop is a place where primarily people with disabilities congregate to work, often at less than minimum wage. A sheltered workshop is not HCBS-compliant.

Non-sheltered workshop Employment Path Facility services are not paid work. It may be things such as skills-building at a provider site that facilitates community-based services.

Employment Path Facility service settings must be HCBS-compliant by Sept. 1, 2018. This is a service that must be used in combination with Employment Path Community or another community service. It is not a stand-alone service.

Employment Path Community services may include a time-limited work experience at a community business or a provider business. If the work experience is at a provider business, then people must have opportunities to gain experience and skills working with customers and coworkers who do not have disabilities. The workforce within the setting must be integrated. The person must also be using employment services for work experience outside of the provider site.

ODDS will continue to review whether employment services at a provider site support people to obtain employment in the general workforce. HCBS Non-Residential Status Reports are [online](#).

The goal of all Employment Path services is for a person to develop skills that may be used in an integrated job. These are time-limited services as outlined in the person's Individual Support Plan (ISP).

Thank you for your work and dedication to serving people with intellectual and developmental disabilities in their communities.

~ Acacia