

**Louisiana Findings and Observations
State Employment Leadership Network Site Visit
September 10-12, 2019**

Executive Summary

Key Themes

- (1) Stakeholders including support coordinators, service providers, LREs, and LRS staff do not show a consistent understanding of OCDD policies and services. This is reflected in stakeholder understanding of OCDD employment definitions and priorities, implementation of the settings rule and sequencing of services between OCDD and partner agencies.
- (2) Service definitions and rates are not aligned to incentivize and support the policy goal of increasing the number of people in competitive integrated employment.
- (3) The investment in resources and staff who have responsibility for implementing OCDD employment first policy varies at the local and regional level.
- (4) There are substantial opportunities for increasing OCDD/LRS collaboration including increasing the number of shared providers, establishing consistent provider qualifications, along with a shared investment in training and capacity building and collaboration on the implementation of Section 511.

Priority Action Items

The SELN team recommends early attention to these action areas.

- (1) Develop uniform service definitions for employment and non-work day services across all home and community based services waivers in preparation for the long term movement to a single waiver in the future.
- (2) Review and explore how to update rates for individual supported employment, including extending funding for ongoing (follow-along) supports to the Residential Opportunities Waiver (ROW) and Supports Waiver or clarifying and or reframing the use of the initial job coaching service for this purpose.
- (3) Develop and implement a reliable employment outcome data reporting system.
- (4) Develop a process map and guidance that documents the employment process and addresses sequencing of services between OCDD, LRS, and education.
- (5) Develop guidance for LGEs and support coordination on using existing services to provide follow-along supports to individuals who are employed and have exited LRS services.