

# Proposed Quality Incentive Program (QIP) Measures

July 27, 2022



# Summary of Phase I Measures and Incentives

Priority Area	Phase I Measure	Incentive Type(s)	Incentive Amount Range
Prevention and Wellness	Access to Preventive Services in Adult Residential Facilities	Pay for Reporting and Pay for Performance	\$5,000 per ARFPSHN for reporting for all consumers and \$1,000 per ARFPSHN when preventative health screenings are at or above pre-COVID levels
Employment	Access to Competitive Integrated Employment (CIE)	Pay for Performance	\$500 – \$3,500 per CIE placement
	CIE Placement Capacity		\$300 – \$1,900 per provider who receives ACRE or CESP certification
Service Access	Direct Service Professional (DSP) Vacancy Rate	Pay for Reporting	Single incentive for completion of the Provider DSP Workforce Data Collection survey
	DSP Language Fluency		
Workforce Capacity	DSP Turnover Rate		
	DSP Average Tenure		

*Note: Additional incentives for employment, early intervention and informed choice/satisfaction will be addressed in future phases.*

## Focus Area: Prevention and Wellness

### Measure: Access to Preventive Services in Adult Residential Facilities

**Desired Outcome:** Individuals supported in Adult Residential Facilities for Persons with Special Health Needs (ARFPSHNs)\*\* receive preventative health services at medically recommended frequency.

	Phase 1	Phase 2	Phase 3
Measure Description	Percentage of consumers who received select preventative health services at an ARFPSHN based on the medically recommended frequency using standards defined by the American Medical Association, including: <ul style="list-style-type: none"><li>Physical exam in past year</li><li>Dental visit in past year</li><li>Pap smear in past two years (if applicable)</li><li>Mammogram in past two years (if applicable)</li><li>Colorectal screening</li></ul>		
Target Population	Adult consumers determined eligible for services under the Lanterman Act who receive care in ARFPSHNs		
Incentive Type	Pay for Reporting and Pay for Performance	Pay for Performance	
Performance Target and Incentive Methodology	<ol style="list-style-type: none"><li>Incentive payment of \$5,000 for an ARFPSHN that reports required data for all consumers</li><li>An additional incentive payment of \$1,000 when the ARFPSHN's reported data demonstrates consumers have received preventative health screenings matching or exceeding pre-COVID levels based on NCI data</li></ol>	Incentive payment based on meeting a defined percent increase (TBD) in the number of resident consumers who received select preventative health services at an ARFPSHN relative to previous year	Incentive payment based on matching or exceeding the statewide rate of timely provision of select preventative health services to resident consumers who receive care at an ARFPSHN

\*\*Expansion to additional populations will be explored in future measure phases.

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

## Focus Area: Employment

Measure: Access to Competitive Integrated Employment (CIE) (all adults)

**Desired Outcome:** Individuals who want CIE are employed.

	Phase 1	Phase 2	Phase 3
<b>Measure Description</b>	Number of consumers achieving CIE placement accordance with their preferences and needs.	<p>Measure updates for Phase 2 and beyond will be based on effectiveness and results of Phase 1 incentives.</p> <p>Future measures for consideration may include tiered incentives for employment placement that scale with:</p> <ul style="list-style-type: none"> <li>• The complexity of the consumer's needs (i.e., higher incentives to secure placements for consumers with more complex needs); and/or,</li> <li>• Length of time the consumer remains employed beyond 6 months (e.g., 12 months, 24 months).</li> </ul>	
<b>Target Population</b>	All consumers determined eligible for services under the Lanterman Act who want CIE (e.g., consumer identified employment as a goal).		
<b>Incentive Type</b>	Pay for Performance		
<b>Performance Target and Incentive Methodology</b>	<p>1) For each consumer <u>above</u> four consumers achieving CIE placement during the reporting period, an incentive payment of \$500 to the provider agency after CIE for 30 days, and an additional incentive payment of \$1,000 for continued employment for six (6) months. Additionally:</p> <ol style="list-style-type: none"> <li>For each consumer who exits a Paid Internship Program (PIP) internship, an incentive payment of \$500 to the provider agency after CIE for 30 days, and \$500 for continued employment for six (6) months.</li> <li>For each consumer who exits sub-minimum wage employment [14(c) certificate], an incentive payment of \$500 to the provider agency after CIE for 30 days, and \$500 for continued employment for six (6) months.</li> </ol>		

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

# Review of Existing Employment Incentive Payments

## COMPETITIVE INTEGRATED EMPLOYMENT (CIE) INCENTIVE PAYMENTS

In 2016 Welfare and Institutions (W&I) Code section 4870 authorized incentive payments to service providers for each individual achieving CIE placement on or after July 1, 2016 as follows:

- \$1,000 if the individual is still engaged in CIE after 30 days
- \$1,250 if the individual is still engaged in CIE after 6 months
- \$1,500 if the individual is still engaged in CIE after 12 months

In 2021 W&I Code section 4870 was amended to further encourage CIE opportunities, authorizing increased incentive payments to service providers for each individual achieving CIE placement July 1, 2021 until June 30, 2025 as follows:

- \$2,000 if the individual is still engaged in CIE after 30 days
- \$2,500 if the individual is still engaged in CIE after 6 months
- \$3,000 if the individual is still engaged in CIE after 12 months

## PAID INTERNSHIP PROGRAM (PIP)

In 2016 Welfare and Institutions (W&I) Code section 4870 established the paid internship program, providing funding for payment to consumers placed in internships with the support of service providers.

In 2021 W&I Code section 4870 was amended to further encourage PIP opportunities, revising funding guidelines and authorizing incentive payments to service providers for each individual placed in a paid internship on or after July 1, 2021 as follows:

- \$750 if the individual is still engaged in the paid internship after 30 days
- \$1,000 if the individual is still engaged in the paid internship after 60 days

# Summary of Existing & New Employment Incentive Payment Types

Type of Incentive Payment		Minimum Length of Employment		
		30 days	6 months	12 months
Competitive Integrated Employment (CIE) Incentive Payment <small>(W&amp;I Code section 4870)</small>	For each consumer who achieves CIE placement July 1, 2021 until June 30, 2025	\$2,000	\$2,500	\$3,000
<b>New:</b> Quality Incentive Payment	For each consumer <u>above</u> four consumers who achieves CIE placement during the reporting period	\$500	\$1,000	
<b>New:</b> Quality Incentive Payment	For each consumer who exits an internship through the Paid Internship Program and achieves CIE placement during the reporting period	\$500	\$500	
<b>New:</b> Quality Incentive Payment	For each consumer who exits sub-minimum wage employment [14(c) certificate] and achieves CIE placement during the reporting period	\$500	\$500	
<b>Potential Total Per Consumer:</b>		<b>\$3,500</b>	<b>\$4,500</b>	<b>\$3,000</b>



## Focus Area: Employment

Measure: Competitive Integrated Employment (CIE) Placement Capacity (all adults)

**Desired Outcome:** Individuals receive CIE placement support that is in accordance with their preferences and needs.

	Phase 1	Phase 2	Phase 3
Measure Description	<ol style="list-style-type: none"><li>1) Number of service provider employees who become certified or re-certified as trained employment specialists through the ACRE Basic Employment Services or ACRE Basic Customized Employment Services training during the reporting period.</li><li>2) Number of service provider employees who become certified or re-certified in Certified Employment Support Professional (CESP) training during the reporting period.</li></ol>	Measure updates for Phase 2 and beyond will be based on effectiveness and results of Phase 1 incentives.	
Target Population	All consumers determined eligible for services under the Lanterman Act who want CIE (e.g., consumer identified employment as a goal).		
Incentive Type	Pay for Performance		
Performance Target and Incentive Methodology	<ol style="list-style-type: none"><li>1) Incentive payment of \$1,900 to the provider agency for employee who becomes certified or re-certified in ACRE Basic Employment Services or ACRE Basic Customized Employment Services.</li><li>2) Incentive payment of \$550 to the provider agency for each employee who becomes certified in CESP and \$300 for each employee who becomes re-certified in CESP.</li></ol>	Future measures may consider incentivizing: <ul style="list-style-type: none"><li>• Attaining certification to train other staff in the Customized Employment Specialist curriculum;</li><li>• Ensuring that a majority of staff have been certified (e.g., incentive for each group of five staff who are certified);</li><li>• Attaining advanced levels of certification beyond the Basic level; and,</li><li>• Retaining trained service providers employees.</li></ul>	

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

## Focus Area: Employment

### Measure: Consumer Satisfaction with Competitive Integrated Employment (CIE)

**Desired Outcome:** Individuals are satisfied with their employment supports and CIE placement.

	Phase 1	Phase 2	Phase 3
Measure Description	Percentage of consumers who are satisfied with their employment supports and CIE placement after three months. <i>(Note: Satisfaction survey to be developed in collaboration with the State Council on Developmental Disabilities by Fall 2022, informed by stakeholder input.)</i>	Percentage of consumers who are satisfied with their employment supports and CIE placement.	Percentage of consumers who are satisfied with their employment supports and CIE placement.
Target Population	All consumers determined eligible for services under the Lanterman Act who achieve CIE placement on or after July 1, 2022 and have been employed for at least three months.	All consumers determined eligible for services under the Lanterman Act who achieve CIE placement on or after July 1, 2023 and have been employed for at least three months.	All consumers determined eligible for services under the Lanterman Act who achieve CIE placement and have been employed for at least three months.
Incentive Type	N/A	Pay for Performance	Pay for Performance
Performance Target and Incentive Methodology	N/A	TBD	TBD

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.



## Focus Area: Service Access

### Measure: Direct Service Professional Vacancy Rate

**Desired Outcome:** Individuals have timely access to services.

	Phase 1	Phase 2	Phase 3
Measure Description	Percentage DSP vacancy rate of provider agency as calculated using standardized formula across all providers (TBD)		Measure updates for Phase 3 and beyond will be based on effectiveness and results of Phase 2 incentives
Target Population	All consumers determined eligible for services under the Lanterman Act		
Incentive Type	Pay for Reporting	Pay for Performance	
Performance Target and Incentive Methodology	One incentive payment for Service Access and Workforce Capacity measures based on provider agency completion of the Provider DSP Workforce Data Collection survey	Incentive payment based on meeting a defined target (TBD) for the percent reduction in the DSP vacancy rate compared to the prior reporting period	

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

## Focus Area: Service Access

### Measure: Direct Service Professional Language Fluency

**Desired Outcome:** Individuals and their families (where applicable) are supported by staff who communicate in individuals' preferred language.

	Phase 1	Phase 2	Phase 3
Measure Description	Percentage of DSPs within a provider agency who are fluent in at least one non-English language, including American Sign Language (ASL)		Percentage of DSPs within a provider agency who are fluent in at least one non-English language (including ASL) of the population served
Target Population	All consumers determined eligible for services under the Lanterman Act		
Incentive Type	Pay for Reporting	Pay for Performance	
Performance Target and Incentive Methodology	One incentive payment for Service Access and Workforce Capacity measures based on provider agency completion of the Provider DSP Workforce Data Collection survey	Incentive payment based on the provider agency meeting a target (TBD) for percent increase in the number of DSPs who are fluent in at least one non-English language (including ASL) compared to the prior reporting period	Incentive payment based on the provider agency meeting a target (TBD) for percentage of DSPs who are fluent in at least one non-English language (including ASL) of the populations served

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

**Focus Area:** Workforce Capacity  
**Measure:** Direct Service Professional Turnover Rate

**Desired Outcome:** Individuals are satisfied by the continuity of their Direct Service Professional (DSP).

	Phase 1	Phase 2	Phase 3
<b>Measure Description</b>	Percentage provider agency turnover rate as calculated using a standardized formula (TBD) across all providers		Percentage of individuals who are satisfied with the continuity of their staff
<b>Target Population</b>	All consumers determined eligible for services under the Lanterman Act		
<b>Incentive Type</b>	Pay for Reporting	Pay for Performance	
<b>Performance Target and Incentive Methodology</b>	One incentive payment for Service Access and Workforce Capacity measures based on provider agency completion of the Provider DSP Workforce Data Collection survey	Incentive payment based on the provider agency meeting a target (TBD) for percent reduction in provider agency turnover rate	TBD

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

**Focus Area:** Workforce Capacity  
**Measure:** Direct Service Professional Average Tenure

**Desired Outcome:** Individuals are satisfied by the continuity of their Direct Service Professional (DSP).

	Phase 1	Phase 2	Phase 3
<b>Measure Description</b>	Average tenure of DSPs employed by the provider agency, as calculated by a standardized formula (TBD) across all providers	Percent increase in the average tenure of the DSPs employed by the provider agency, as calculated by a standardized formula (TBD) across all providers	To be addressed by prior measure Phase 3 (Percentage of individuals who are satisfied with the continuity of their staff)
<b>Target Population</b>	All consumers determined eligible for services under the Lanterman Act		
<b>Incentive Type</b>	Pay for Reporting	Pay for Performance	
<b>Performance Target and Incentive Methodology</b>	One incentive payment for Service Access and Workforce Capacity measures based on provider agency completion of the Provider DSP Workforce Data Collection survey	Incentive payment based on the provider agency meeting a target (TBD) for percent reduction in provider agency turnover rate	

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

**Focus Area:** Workforce Capacity  
**Measure:** DSP Training

**Desired Outcome:** DSPs have the skills needed to provide high quality supports Increased core competencies.

	Phase 1	Phase 2	Phase 3
<b>Measure Description</b>	N/A	Percentage of DSPs within a provider agency participating in DSP University in the reporting period	
<b>Target Population</b>		All consumers determined eligible for services under the Lanterman Act	
<b>Incentive Type</b>		Pay for Performance	
<b>Performance Target and Incentive Methodology</b>		Incentive payment based on the provider agency meeting a target (TBD) for the percentage of DSPs participating in DSP University in the reporting period	Incentive payment based on the provider agency meeting a target (TBD) for the increase in the percentage of DSPs participating in DSP University compared to the prior reporting period

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

**Focus Area:** Early Intervention

**Measure:** Access to Early Start Services for Children and Families

**Desired Outcome:** Children and families receive timely access to Early Start services.

	Phase 1	Phase 2	Phase 3
<b>Measure Description</b>	Establish data source to measure point of service from referral by regional center	Percentage of families for whom provision of service begins in less than 31 days from date of RC referral	
<b>Target Population</b>	All child consumers (ages 0-2) who are identified for Early Start assessment		
<b>Incentive Type</b>	N/A	TBD	
<b>Performance Target and Incentive Methodology</b>	N/A	TBD	TBD

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.



**Focus Area:** Informed Choice and Satisfaction  
**Measure:** Individual and Family Satisfaction

**Desired Outcomes:**

- Individuals make everyday choices, such as how they spend their time, and choices about their life decisions, such as where they live.
- Individuals and families are satisfied with the services and supports received.

	Phase 1	Phase 2	Phase 3
Measure Description	Collaboration with PAVE to establish reliable measures and data	Collaboration with PAVE to establish reliable measures and data	TBD
Target Population			
Incentive Type			
Performance Target and Incentive Methodology			

Note: Additional measure specifications (e.g., operational definitions, calculation methodologies, reporting periods) will be defined in a detailed implementation plan document.

# Update on Person-Centered Advocacy, Vision and Education (PAVE) Initiative

**DDS is negotiating a scope of work with the California Community Living Network (Contractor) to create a system to measure service outcomes.**

- System will be designed to measure priority Quality Incentive Program outcomes (see callout box).
- The system will include a data collection platform and staff training curriculum.
- For the first six months and regularly throughout the contract, CCLN will engage a stakeholder group to:
  - Support planning efforts;
  - Provide input and advisement on draft measures;
  - Identify service lines; and,
  - Review progress.

## PAVE Measure Focus Areas

Individuals and families are supported by staff who communicate in their preferred language

Individuals are satisfied with the continuity of their staff

The needs of individuals and families are met by their DSP

Individuals make everyday choices (e.g., who I spend time with)

Individuals make choices about their life decisions (e.g., where I live)

Individuals and families are satisfied with their services and support