

Policy Guidance

Opportunities to Promote and Support Employment within MFP through Policies and Services

March 31, 2011



The purpose of this guidance is to provide States with the opportunities to promote and support employment for Money Follows the Person (MFP) participants and as part of State’s rebalancing plans. The Centers for Medicare and Medicaid Services (CMS) fully supports the inclusion of employment initiatives within the MFP Program. Employment for people with disabilities, including MFP participants, is often a critical component in ensuring successful transitions and community living. States are encouraged to integrate policies and supports, which promote and support employment within their programs and as an outcome for people with disabilities.

Resource / Policy	MFP Demonstration Period	FMAP / MFP support	Post MFP 365 Day Demo Period
Employment Specialist (s)	Infrastructure	100% administrative	Employment Specialist as part of the administrative part of MFP infrastructure and / or State’s infrastructure using rebalancing resources
MFP Benefits Counselor (s)	Infrastructure	100% administrative	Evidence based practice which supports employment and beneficiaries understanding the impact of employment / earnings on benefits.*
Benefits Counseling Service	Supplemental Service or HCB Service	State’s standard or enhanced FMAP	State not obligated to continue, but may be on HCBS Plan of Care
Medicaid Community Programs (HCBSW, State Plan, 1915i, etc)	How does the state’s community program’s financial eligibility compare with the financial eligibility for NF?	State’s existing FMAP	MFP rebalancing resources to support increased access and capacity to HCB supports. Do the existing or new programs support the proposed groups with earnings?

Resource / Policy	MFP Demonstration Period	FMAP / MFP Support	Post MFP 365 Day Demo Period
Supportive Employment Service	HCBS Service	State's enhanced FMAP	State not obligated to continue, but may be on HCBS Plan of Care
Customized Employment Support Service	HCBS Service	State's enhanced FMAP	State not obligated to continue, but may be on HCBS Plan of Care
Cash and Counseling / Flexible Budget Model	Infrastructure building costs for states which do not currently have such a model	100% administrative	Cash and counseling infrastructure to prioritize MFP, but over time become part of the State's rebalancing system.**
HCBS Services as part of the Cash and Counseling Model	HCBS Service	State's enhanced FMAP	State not obligated to continue, but may be on HCBS Plan of Care

*Benefits Counseling: If a State chooses an MFP Benefits Counseling option, costs associated with that model cannot be combined with or duplicate any other federally funded program.

**Cash and Counseling / Flexibility Model: State planning would be necessary to develop the infrastructure to support this service delivery model, including how the Employment Specialists and Flexible Budgeting / Cash and Counseling Model would gradually function within the State's overall infrastructure as part of rebalancing activities.

Any questions regarding this policy guidance, please contact your CMS Project Officer.