

# A Provider's Perspective on the Challenges of Supporting Adults with Autism Spectrum Disorders

Presented to  
Interagency Autism Coordinating Committee

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# Introduction

Presentation will touch on the following points:

- Company description and the services we provide.
- Immediate and On-Going Challenges
- Long-Term Challenges
- Suggestions for Future Directions

# Who Is ResCare, Inc



# Rescare, Inc

- ResCare is a human services company dedicated to helping people in every walk of life find their highest level of independence.
- ResCare is an international company based in Louisville, Kentucky.
- ResCare stands for *Respect and Care*
- More than 45,000 ResCare employees work in thousands of locations and environments around the world to serve the diverse needs of more than 65,000 people every single day.
- ResCare provides services and supports in 38 states, Washington, DC, Puerto Rico, Haiti, Bahrain, Great Britain, the Netherlands and Germany.

# ResCare's Services and Supports

- Workforce development services through One Stop Career Centers and Transitional Assistance to Needy Families (TANF) programs.
- Residential, employment and day supports for individuals with intellectual disabilities, developmental disabilities and acquired brain injuries.
- In-home supports to enable senior citizens with disabilities to remain within their homes.
- Academic training, vocational skills training and job placement assistance for youth at risk. Provided through the Job Corps program
- Technology-based, home support service to enable individuals to achieve greater independence. Provided via our Rest Assured home support service.
- Alternative Education Schools that seek to stabilize children with emotional/behavioral difficulties so they may re-enter public schools.
- In-Home therapeutic services to support children with emotional/behavioral difficulties and their families.

# Rescare-VOCA of Maryland

- VOCA of Maryland has been in operation since 1983 and became a member of the ResCare family in 1999.
- VOCA is funded by the state of Maryland through its' 1915 (c) Community-Based Waiver.
- Our total annual operating budget is 1.9 Million.
- Our staff complement is 80 which includes part time and on-call staff.

# ResCare-VOCA of Maryland

- VOCA provides residential supports to 25 men and women with intellectual, developmental and mental health disabilities.
- We have nine (9) locations within Southern Maryland and each home supports no more than 3 individuals.
- 20% of the individuals we serve have a label of ASD (compared to the ASD prevalence statistic of six-tenths of a percent or 1/166).
- Another 20 % of the individuals we support exhibit “autistic-like” behaviors but do not have a diagnosis of ASD.

# What We Do

- Support individuals to live in and participate in their the communities.
- Support individuals to exercise choice about their preferences and interests.
- Support individuals to acquire skills and behaviors to maximize their independence.



# IMMEDIATE CHALLENGES



# Immediate Challenges

- The majority of adult service providers are unwilling to support individuals with significant behavioral challenges.
- Limited options for supported employment.
- Limited meaningful day support options.
- 28% (7/25) of the individuals receiving residential supports through VOCA of Maryland have been non-selected by Employment and Day Support providers. Four of the seven individuals have ASD.

# Immediate Challenges (Cont)

- Limited psychiatric service options. Few autism specialists.
- Managed Care: slow payments and low reimbursement rates significantly limit the number of Health Care Professionals willing to provide medical services to individuals who rely on the Medicaid safety net.
- Inadequate SSI or SSDI contribution for the Cost of Room and Board: Individual contributions to room and board in Maryland cover approximately 34% of the actual costs. Providers must cover the balance through their administrative reimbursement.
- Staff Recruitment and Retention: Low Provider Reimbursements Rates Directly Impacts the quality of staff recruited and their longevity.

The background is a solid teal color. In the center, there is a faint, semi-transparent silhouette of two hands shaking, symbolizing agreement or partnership. The text "LONG-TERM CHALLENGES" is centered over this image.

# LONG-TERM CHALLENGES

# Long-Term Challenges

- According to a United States Department of Health and Human Services report, published in 2006, the cost for Long Term Care (ICF/MR) and Home and Community based Waiver services for individuals with intellectual disabilities increased from 10.5 billion to 25.5 billion from 1992 to 2003.
- The same report projected that the federal share of Medicaid outlays would likely approach 200 Billion in 2006.

# Long-Term Challenges (Cont)

According to the same report published by United States Department of Health and Human Services.

- By 2020, the demand for Residential Services for Individuals with intellectual and Developmental Disabilities is projected to increase from 359,446 to 687,938.
- During the same period, the need for Direct Support Professionals is expected to nearly double, from 406,175 to 777,370.
- The workforce that typically fills these positions (workers between the ages of 20-39) is expected to grow only 7.2%.

# Future Directions

- Reform Medicaid to increase the reimbursement rates for medical professionals to attract more physicians and dentists.
- Pass H.R. 1279 that recognizes the importance of the role of Direct Support Professionals (DSP's) and advocates they be paid a “living Wage”.
- States should consider utilizing Department of Labor dollars under the Workforce Investment Act to train DSP's in human service occupations.
- Apply technology-based supports where appropriate.



*Why We Do What We Do?*

















