



612 South Main Street
Council Bluffs, Iowa 51503

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Vodec CEO Sees Changes, Opportunities in 2019 and Beyond

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planning to expand its managed care plan beyond Medicaid members accessing mental and physical health services to include Medicaid Long-term Support Services (LTSS) for persons with developmental disabilities in 2021. Vodec is a LTSS provider.

This will involve managed care organizations to be selected by the State of Nebraska.

I see continued low unemployment rates. Low rates in our service areas will mean we'll need to increase creativity to attract and retain qualified and desirable employees.

The onus goes beyond the typical human relations reach; ALL of us

need to be smarter about presenting Vodec as an employer of choice for prospects and employees.

I see continued participation in advocacy for persons with disabilities and services to support them through membership in the Iowa Association of Community Providers (IACP) and Nebraska Association of Service Providers (NASP).

I see continued growth in central Iowa through partnerships with at least one other nonprofit providing service to consumers.

I see an enhanced commitment to staff excellence through affiliation with Relias.

Relias provides quality training

and support to employees of 10,000 organizations.

In summary, I see Vodec as a provider of choice to consumers who want person-centered service delivered with compassion and enthusiasm.

And I see Vodec being an employer of choice to persons looking for an environment where they can feel like they are contributing and can be proud of what they accomplish every day.

Sincerely,

Steve Hodapp
CEO

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Help us "Go Green" and sign up for
The Voice online at www.vodec.org or by
emailing Mike at mwatkins@vodec.org.



THE Voice

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Llanas Named Employee of the Year by HyVee Peers

Last year, Javier Llanas applied for Supported Employment services at Vodec's Council Bluffs location.

Now, a year later, he's been honored as the Employee of the Year — as chosen by his peers — at HyVee.

Javier explained that he had acquired a community job independently several years ago, but it wasn't a good fit and he didn't have enough support.

He later told his Supported Employment specialist, Samantha Warner, that it was a high-stress job and he had a hard time with unsupportive co-workers and difficult customers.

He decided to quit that job and enter into **Vodec's Pre-Vocational** program to work on refining his skills that would help him succeed at a future job.

Last year, he felt confident enough in his progress to start looking for a community job as long as he had some additional support.

In August 2017, Javier interviewed and was offered a job at HyVee on West Broadway in Council Bluffs.

He was excited, and right away it was evident that his peers enjoyed his positive and sweet personality.

His job coaches were told countless times about how kind and helpful Javier is with his co-workers and



customers. He goes out of his way to help people all of the time.

Last December, the Supported Employment staff got a tip to make sure Javier attended HyVee's annual meeting where they gave out awards.

Little did anyone know, Javier received the 2018 "Employee of the Year" award for the whole store.

Javier's store manager, Jamie Wolff, said this award was special because it is 100 percent peer-voted.

"He deserves it!" she said.

Vodec's Supported Employment team is bursting at the seams with pride for Javier.

He has worked through multiple personal health and professional obstacles like the champ he is and has always strived to put his job first.

Javier told his staff many times that he loves his job, and he knows how well he is treated there.

One way that Javier has always stood out is that he listens carefully and takes advice to heart.

Everyone makes mistakes, but Javier has always learned from them well and uses them to move forward.

Congratulations, Javier! We're so proud of you!

Perseverance Group Lets Consumers Plan Activities

Comprised of NE Residential consumers, the Perseverance Group has been going strong for a few years.

What makes this particular group important is that, as a social group run 100 percent by Vodec consumers (with administrative support and supervision by staff), they get to plan some of their own activities and have a say in what

they see and do.

"They plan weekly events to help them realize their individual potential and maintain the highest level of independence possible," said Residential Services Manager Kimberly Hall.

All events are for consumers that are currently receiving residential services through Vodec. The group meets regularly to discuss their

ideas for 3-4 activities per month that they would like to do.

Residential Support Staff Carrie Ennis and James Davis assist the group with making plans and creating a calendar that goes out to all NE residential consumers monthly. Some examples of recent activities include going bowling, playing mini-golf and visiting the Wildlife Safari Park.

Holiday Fun Abounds at Vodec



Central Iowa Day Hab Wish List



Wheelchairs * Wheelchair pedals for our wheelchairs
*** Safety belts for wheelchairs**
*** Gait belts * Refrigerator (small or large with a freezer)**
*** Microwave**

Items can be sent or delivered to Vodec's Central Iowa office located at 4406 114th Street Urbandale, IA 50322
 Items can also be dropped off at either Vodec's Council Bluffs or Omaha offices.
Questions? Please contact Heidi or Sheila at 515-777-2114

Top left: ELM consumer Drake Piche and staff member Tabatha Chidester got into the holiday spirit on Pajama Day in December. **Top right:** Central Iowa Day Hab consumers Edna Reyhons and Connie Engen take a picture with the Iowa Wild hockey team mascot, Crash, during a November game at Wells Fargo Arena in Des Moines. **Middle right:** Nebraska Residential consumers — including Cheryl Lux (pictured) — wrapped and decorated shoe boxes to be used as part of Operation Christmas Child in December. **Bottom right:** During a pre-Christmas Iowa Residential team building exercise, staff worked together to wrap their teammates head to toe in crepe paper as a way to improve communication. **Bottom left:** Central Iowa's Day Hab Program is in need of some vital items to care for our consumers. Please make any donations per instructions as noted.

Vodec Entrance Criteria:

- ▶ Be at least 16 years old for any employment training program
- ▶ Have behavioral needs within Vodec's scope of service
- ▶ Have medical needs within Vodec's scope of service
- ▶ Have transportation needs within Vodec's capability to provide
- ▶ Have adequate funding in place (including service hours authorization or private payment in place) for services being requested
- ▶ For in-home service, an applicant's home must meet basic health and safety requirements

For more information, or to apply for Vodec services, contact Daryn Richardson at drichardson@vodec.org or call (712) 328-2638.

Vodec is certified by:

- Nebraska Department of Health & Human Services
- Iowa Department of Human Services
- Nebraska Department of Education
- Iowa Vocational Rehabilitation Services
- Nebraska Vocational Rehabilitation Services

Vodec is affiliated with the following organizations:

- Council Bluffs Chamber of Commerce (IA)
- Human Services Advisory Council (HSAC)
- Iowa Association of Community Providers (IACP)
- Iowa Association of People Supporting Employment First (APSE)
- Nebraska Association of Service Providers (NASP)
- Nonprofit Association of the Midlands (NAM)
- Omaha Chamber of Commerce (NE)
- Sarpy County Chamber of Commerce (NE)
- Urbandale Chamber of Commerce (IA)

Vodec is an authorized provider in the following:

- Iowa HealthLink networks:
- Amerigroup
- United Healthcare



From the CEO's Desk:



Steve Hodapp
 Chief Executive Officer

A new year started January 1. What does 2019 have in store for us?

Let me don my turban, lower the lights and check my crystal ball for guidance.

I see changes in reimbursement rates for some services. Iowa's supported community living (SCL) rates will be adjusted March 1.

Nebraska's reimbursement rates are expected to be adjusted sometime in the year. We will work with consumers and stakeholders to mitigate any downside of adjustments.

I see continued transition of consumers from pre-vocational service to supported employment or day habilitation services.

This is in anticipation of a much more restricted entry to pre-vocational service effective in March 2022 per CMS (Centers for Medicaid and Medicare Services).

I see plan development to meet demand of some consumers, and their stakeholders, who want a facility-based employment training program, such as pre-vocational service, to go beyond March 2022.

I see expansion of our employee group and completion of re-designing internal physical plant

footprints in Council Bluffs and Omaha to accommodate the continued transition of consumers from pre-vocational services at each location.

I see us internalizing transportation of consumers in our Nebraska pre-vocational and day habilitation services. Our goal is to have this accomplished by end of March.

This is in reaction to a directive from Nebraska Division of Developmental Disabilities that we will not be allowed to continue

subcontracting this transportation component.

I see us working toward a solution for the impasse created by the interpretation by Nebraska's Division of Developmental Disabilities and the state's Division of Vocational Rehabilitation Services of CMS rules which restricts access to pre-vocational service for some consumers.

I see the emergence of a third Iowa managed care organization (MCO), Centene, coming online July 1 to replace AmeriHealth Caritas which abruptly closed shop in November 2017.

Centene's Iowa operation will be called Iowa Total Care. Iowa's managed care plan requires at least three MCO's.

The entry of Iowa Total Care will create another shuffling of consumers among the three MCO's.

We will strive to make that process as smooth as possible for our consumers.

Vodec plans to continue partnering with AmeriGroup and United Health Care, and to partner with Iowa Total Care in FY20.

I see the State of Nebraska

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Thank you!

To all of our Valued Supporters*

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*Mid-November 2018 to Mid-January 2019