



# Rethink Family Support Benefits for Children with Developmental Delays

March 4, 2021



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# Rethink Benefits

- Rethink offered a free trial to GHIP health plan members (active and participating group employees) beginning in August 2020. Originally scheduled to end on 12/31/20 but was extended by Rethink. End date for free trial has not been determined.
- Rethink is designed to support families caring for children with learning, social, or behavioral challenges, or developmental disabilities (e.g., autism spectrum disorder, ADHD, learning disabilities, etc.), but anyone who needs parenting support can benefit from their exclusive content.
- Rethink's behavioral experts are Board Certified Behavior Analysts (BCBAs)
- The program has no age restriction, requires no diagnosis, and is completely confidential.

# Rethink Benefits

- Rethink includes:
  - 24/7 access to the Rethink website and mobile app with written lesson plans, visual supports and printable materials, as well as webinars and how-to videos
  - Personalized remote consultations (max of 3 hours) with a Board Certified Behavioral Analyst to provide support specific to the needs of each child and caregiver (e.g., IEP/504 Plan preparation, communication skills, and behavioral challenges)
    - Upon the exhaustion of the consultation hours, Rethink would refer parents to the State's EAP or their health plan to explore in-network provider options
  - Resources to improve communication, social and self-help skills, address behavioral challenges, improve organization, and more
  - Social and Emotional Learning (SEL) content developed to teach children, teens, and adults stress management and self-control, mental health and resilience, cultural competence, empathy, social contribution, conflict resolution, cooperation, and respect

# Current Program Participation

## CURRENT PROGRAM PARTICIPATION



39,088 Employees

13,681 Employees with Children

~35% prevalence of employees with children

2,326 Employees Caring for a Child with a Developmental Disability

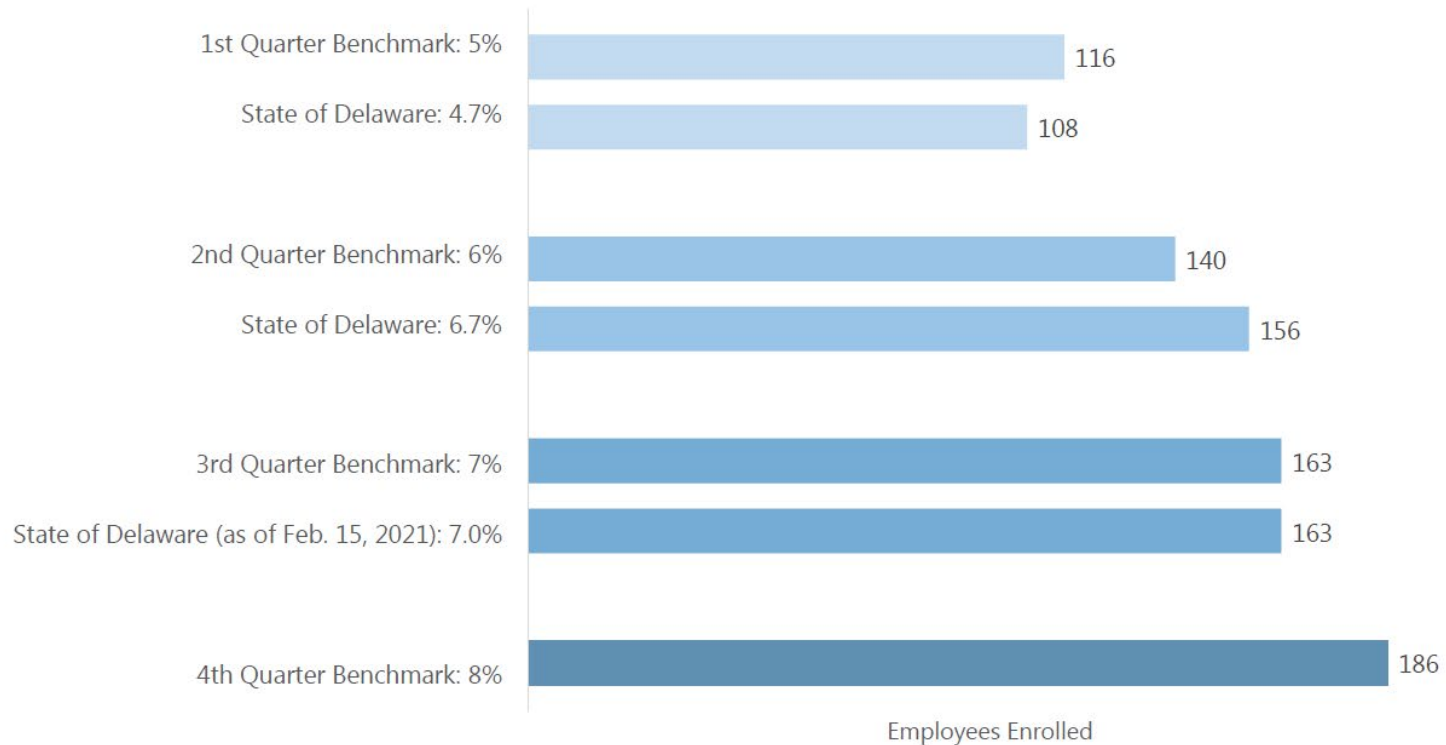
~17% prevalence of developmental disabilities per the CDC

**7% Participation**

163 employees enrolled ÷ 2,326 employees caring for a child with a developmental disability

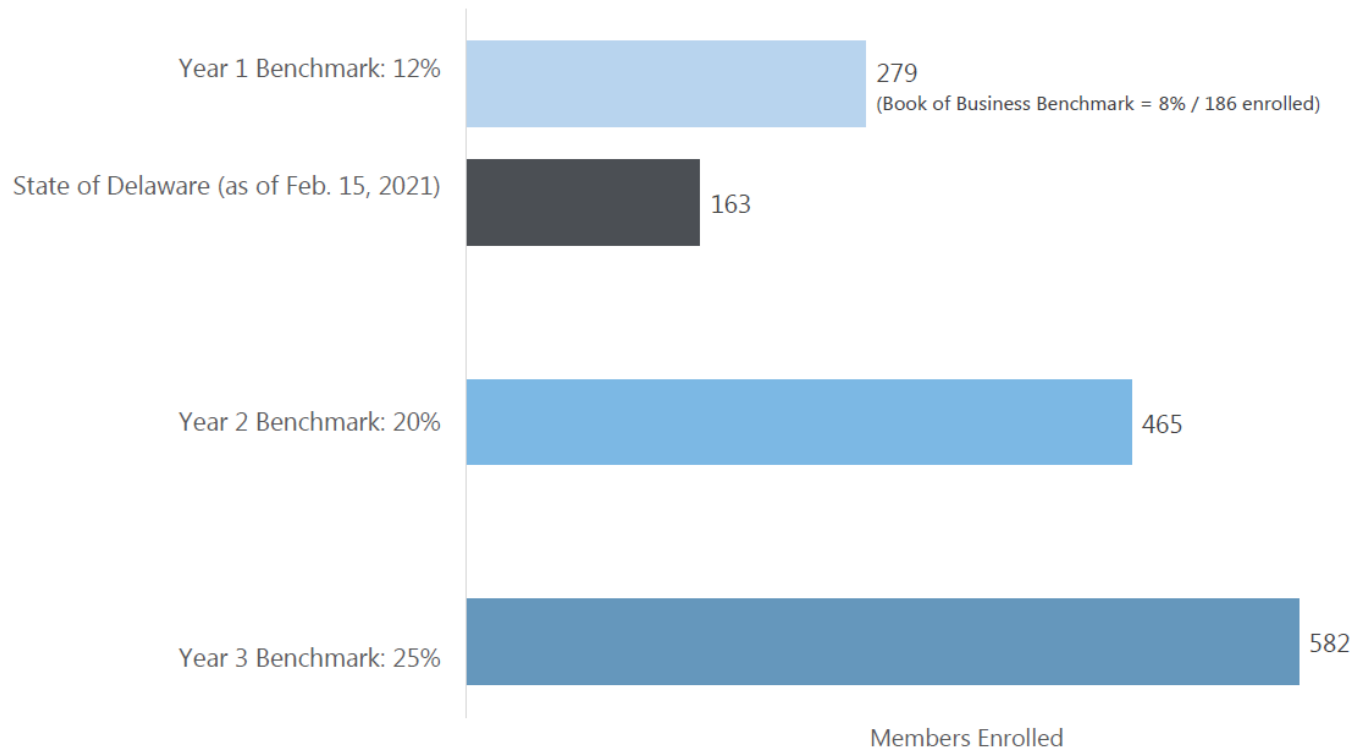
# Year 1 Participation Benchmarks

## YEAR 1 PARTICIPATION & BOOK OF BUSINESS BENCHMARKS



# Years 1 – 3 Participation Benchmarks

## YEARS 1 – 3 STATE OF DELAWARE PARTICIPATION BENCHMARKS



# Request for Information (RFI)

- Request for Information for Family Support Programs for Children with Developmental Delays was issued on January 12, 2021 to explore if similar family support services as offered by Rethink existed in the marketplace.
  - 3 responses received
    - Floreo
    - PITC
    - Rethink Benefits



# Floreo

- Offers assistive technology- Virtual reality platform for teaching social, communication and life skills to individuals with autism spectrum disorder and other developmental disabilities
- Offers direct teletherapy services for members

# Populations and Interventions Team Company (PITC)

- Behavioral consultant/specialist with training in public health
- Offers training of clinical public health practitioners in behavioral analysis or in positive behavioral interventions and supports

# Rethink Benefits

- Offers program currently available to GHIP members on a free trial basis
  - Personalized remote consultations hours with a Board-Certified Behavioral Analyst would increase from 3 to 12 (per plan year)
- PMPM pricing model - \$275k annually
- Support for adults in the workplace with developmental disabilities and delays – available at an additional cost

# RFI Analysis

- Two of the three responses are from providers who provide services/training intended solely for the individual with the developmental disability (i.e., child)
- Rethink was the only respondent that provides resources to the family/caregiver of the child with the developmental disability

# Existing GHP Services/Benefits

- Aetna and Highmark provide coverage for Applied Behavioral Analysis (ABA) for the treatment of autism spectrum disorder
  - ABA is a type of therapy that focuses on improving specific behaviors such as social, communication, learning and academic skills
- Delaware In-Network Board Certified Behavior Analysts –
  - 44 Aetna/68 Highmark
- Aetna's Autism Spectrum Disorder Program connects members with an Autism Advocate who has special training in autism spectrum disorder and can help answer questions about benefits, pair children with the right providers, connect members with resources for caregivers and family support, and coordinate with autism care providers and caregivers.

# Other Resources Available

- DE public school system resources:
  - Counselors/group sessions for regular ed children
  - ABA therapy as part of IEP for special ed children
  - Therapy with psychologist as part of IEP for special ed children with emotional problems
- DE Guidance Services-  
<https://www.delawareguidance.org/>
- Parent Information Center of DE-  
<https://picofdel.org/>

# Other Considerations

- GHIP Health Fund Deficit
  - FY21 Q2 update shared at February 22 SEBC meeting projects a \$31.4M deficit for FY22
- Process & Proposals Related to Other GHIP Offerings/Services
  - SBO Prioritization Matrix
  - 19 Responses from Healthcare Stakeholder RFI
  - Health Plan TPA Request for Proposals
- DHR Efforts to Establish Family Support Linkages

# Next Steps - Subcommittee Feedback

- Do the Subcommittee members see a gap in the availability of services to support families that would warrant an immediate recommendation to the SEBC to continue the Rethink services under a contract?
- Do the Subcommittee members have a point of view or recommended approach regarding continuation of the Rethink Family Support Benefit?



# Thank You



Phone: 1-800-489-8933

Email: [benefits@delaware.gov](mailto:benefits@delaware.gov)

Website: [de.gov/statewidebenefits](http://de.gov/statewidebenefits)

# Appendix

## § 6985 Sole source procurement.

- (a) A contract may be awarded for professional service without competition if the agency head, prior to the procurement, determines in writing that there is only 1 source for the required professional service. Sole source procurement shall not be used unless there is sufficient evidence that there is only 1 source for the required professional service and that no other type of professional service will satisfy the requirements of the agency. The agency shall examine cost or pricing data prior to an award under this section. Sole source procurement shall be avoided, except when no reasonable alternative sources exist. A written determination by the agency on the basis for the sole source procurement shall be included in the contract file.
- (b) An agency seeking a sole source procurement shall prepare written documentation citing the existence of a sole source condition. The document shall include the specific efforts made to determine the availability of any other source and an explanation of the procurement need. The agency may, for confirmation, submit this documentation to the Section for review and comment prior to the intended date of award.
- (c) The agency shall negotiate with the single supplier, to the extent practicable, a contract advantageous to the agency. The agency shall enter into a formal contract stating the terms and conditions of the procurement.

# Rethink Communications

- Added Rethink page to SBO website
- SBO sent targeted email in July to employees enrolled in a health plan and memo to Ben Reps about program and introductory webinars
- August Benefits Bulletin article about program
- Rethink offered introductory webinars in August
- SBO sent targeted email in September about Oct webinars
- Rethink offered webinars in October on Executive Functioning
- November Benefits Bulletin article
- December Benefits Bulletin article- benefits extended beyond Dec 31
- Rethink sent email to enrolled members notifying them of extension of benefit beyond Dec 31