



Section: <b>Clinical Practices</b>	Policy Name: <b>Competitive Integrated Employment of Persons Served</b>	Policy Number: <b>12.17</b>
Owner: <b>Behavioral Health Waiver &amp; Clinical Quality Manager</b>	Reviewed By: <b>Moira Kean, MA, LLP Rhea Freitag, MA, LPC</b>	Total Pages: <b>4</b>
Required By: <input checked="" type="checkbox"/> <b>BBA</b> <input type="checkbox"/> <b>MDHHS</b> <input type="checkbox"/> <b>NCQA</b> <input checked="" type="checkbox"/> <b>Other (please specify):</b> PIHP Contract section: MDHHS Contract Attachment 7.10.2.6 <i>Employment Works!</i> Policy; AFP 5.3.2.1; AFP 5.3.2.2	Final Approval By:  <i>Moira Kean</i> <i>Rhea Freitag</i> <small>Rhea Freitag (May 27, 2020 10:04 EDT)</small>	Date Approved:  May 27, 2020
Application: <input checked="" type="checkbox"/> <b>SWMBH Staff/Ops</b> <input checked="" type="checkbox"/> <b>Participant CMHSPs</b> <input checked="" type="checkbox"/> <b>SUD Providers</b> <input checked="" type="checkbox"/> <b>MH/IDD Providers</b> <input checked="" type="checkbox"/> <b>Other (please specify):</b> <u>DD Providers</u>	Line of Business: <input type="checkbox"/> <b>Medicaid</b> <input checked="" type="checkbox"/> <b>Other (please specify):</b> <input checked="" type="checkbox"/> <b>Healthy Michigan</b> <u>Specialty Waiver (B/C)</u> <input checked="" type="checkbox"/> <b>SUD Block Grant</b> <u>I Waivers</u> <input checked="" type="checkbox"/> <b>SUD Medicaid</b> <input type="checkbox"/> <b>MI Health Link</b>	Effective Date

**Policy:**

It is the policy of Southwest Michigan Behavioral Health (SMWBH) to support and assure that its provider network is committed to fully implementing the *Employment Works!* Policy by hiring, and increasing competitive employment outcomes for, persons with disabilities. SWMBH promotes that staff recruitment and employment options are done in a fair, equitable and legal manner, complying with all applicable laws and regulations while ensuring the organization and provider network hires, retains and promotes the hiring of persons with disabilities.

**Purpose:**

To establish the standards that define, guide and detail how SWMBH and its provider network system comply with the federal laws and Michigan Department of Health and Human Services (MDHHS) requirements pertaining to the practice of assuring affirmative efforts to increase competitive employment, specifically for individuals with disabilities. Additionally, to support and improve competitive, integrated employment outcomes across the SWMBH region for customers.

**Scope:**

Southwest Michigan Behavioral Health and its provider network system.



### **Responsibilities:**

Assure that Southwest Michigan Behavioral Health and its provider network is following the *Employment Works!* Policy.

### **Definitions:**

- A. Competitive Employment: Work that is in the competitive labor market, performed on a full time or part time basis in an integrated setting for which the individual is compensated at or above minimum wage and not less than the customary wage, benefits and training for same work performed by individuals who are not disabled.
- B. Eligible Working Age: Individuals over age 14 years old, to correlate with transition planning, and on-going to the age of their chosen retirement- generally seen as around 65 years old
- C. Integrated setting
  - 1. With respect to the provision of services, means a setting typically found in the community in which applicants or eligible individuals interact with non-disabled individuals other than non-disabled individuals who are providing services to those applicants or eligible individuals;
  - 2. With respect to an employment outcome, means a setting typically found in the community in which applicants or eligible individuals interact with non-disabled individuals, other than non-disabled individuals who are providing services to those applicants or eligible individuals, to the same extent that non-disabled individuals in comparable positions interact with other persons.
- D. Provider Network: The Community Mental Health Service Providers (CMHSP) under contract with SWMBH and subcontracted providers of the CMHSPs.
- E. Supported/Integrated Employment: Services that provide initial and ongoing supports services and training, usually provided at the job site to help adults who are eligible for mental health services find and keep paid employment in the community

### **Standards and Guidelines:**

- A. Competitive Employment Practice: Competitive employment is a universally desired outcome for all adults in our society, regardless of disability status. Employment provides a means to obtain the life that one desires and provides a valued role for all individuals. Given the essential role that employment plays in quality of life for all adults, SWMBH promotes and supports the outcome of competitive employment for all adults of eligible working age. SWMBH defines competitive employment as work that is in the competitive labor market, performed on a full time or part time basis, in an integrated setting, and for which the individual is compensated at or above minimum wage and not less than the customary wage, benefits and training for same work performed by individuals who are not disabled.
- B. Staff Recruitment: SWMBH offers and promotes equal employment opportunities to all by encouraging a broad range of qualified applicants, including persons with disabilities, to apply for vacant positions within the SWMBH organization and across its provider network using a variety of recruitment sources.
- C. Employment Supports: SWMBH supports and encourages the use of integrated skill building options such as volunteering, internships, training/education, and supported, integrated employment as a means of obtaining competitive employment
- D. Community Resources: SWMBH promotes the use of community resources as options for assisting



individuals to obtain competitive employment.

- E. Contracting and Monitoring: SWMBH will assure consistent application of this policy through the provider contracting and monitoring process and network adequacy assessment to determine that there is ongoing support for and participation with recruitment, equivalent pay scales and sufficient capacity to provide competitive employment opportunities for persons with disabilities within the region and provider network. SWMBH will also monitor employment outcomes for adults served through evaluation of data from the Behavioral Health Treatment Data Episode Data Set.
- F. Best Practice: SWMBH's participant CMHSPs will embrace and use employment practices including evidence-based practices for supported employment. They will work to share local best employment practices across the region and provider network utilizing conference calls, newsletters and cross agency presentations to assure consistency in service provision.

**References:**

AFP 5.3.2.1

AFP 5.3.2.2

34 CFR 361.5 (b) (11)

FY 20 MDHHS Contract Attachment 7.10.2.6 *Employment Works!* Policy

**Attachments:** None



**Revision History**

Revision #	Revision Date	Revision Location	Revision Summary	Revisor
Initial	01/01/2014	N/A: New Template	N/A: New Template	
1	01/08/2015		Annual Review	
2	12/29/2015		Annual Review	
3	05/06/2016		Annual Review	
4	05/14/2019	Transferred to New Template	Annual Review	Jeremy Franklin, LPC
5	05/06/2020	<ul style="list-style-type: none"> <li>• Changed name from Employment for Persons with Disabilities to Competitive Integrated Employment for Persons Served</li> <li>• Moved from Utilization Management to Clinical Practices</li> </ul>	Annual Review	Brian Walters









# 12.17 Competitive Integrated Employment for Persons Served

Final Audit Report

2020-05-27

Created:	2020-05-27
By:	Erin Peruchietti (erin.peruchietti@swmbh.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAArQ7PG0U8BZIVUnd8g8PUB924X7HhD5aM

## "12.17 Competitive Integrated Employment for Persons Served" History

-  Document created by Erin Peruchietti (erin.peruchietti@swmbh.org)  
2020-05-27 - 1:36:58 PM GMT- IP address: 96.36.47.106
-  Document emailed to Moira Kean (moira.kean@swmbh.org) for signature  
2020-05-27 - 1:37:40 PM GMT
-  Email viewed by Moira Kean (moira.kean@swmbh.org)  
2020-05-27 - 1:54:38 PM GMT- IP address: 108.203.175.2
-  Document e-signed by Moira Kean (moira.kean@swmbh.org)  
Signature Date: 2020-05-27 - 1:54:50 PM GMT - Time Source: server- IP address: 108.203.175.2
-  Document emailed to Rhea Freitag (rhea.freitag@swmbh.org) for signature  
2020-05-27 - 1:54:53 PM GMT
-  Email viewed by Rhea Freitag (rhea.freitag@swmbh.org)  
2020-05-27 - 2:04:33 PM GMT- IP address: 68.41.198.237
-  Document e-signed by Rhea Freitag (rhea.freitag@swmbh.org)  
Signature Date: 2020-05-27 - 2:04:53 PM GMT - Time Source: server- IP address: 68.41.198.237
-  Signed document emailed to Erin Peruchietti (erin.peruchietti@swmbh.org), Rhea Freitag (rhea.freitag@swmbh.org) and Moira Kean (moira.kean@swmbh.org)  
2020-05-27 - 2:04:53 PM GMT