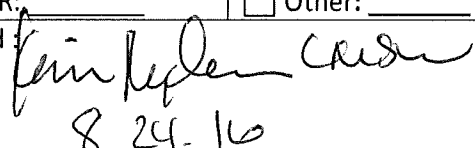


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Subject: Competitive Integrated Employment for Persons with Disabilities		Accountability: Clinical	Effective Date: 1/1/2014	Pages: 3
REQUIRED BY: BBA Section 34 CFR 361.5 (b) (11) PIHP Contract Section FY 16 MDHHS Contract Attachment 7.10.2.6 <i>Employment Works!</i> Policy NCQA/URAC Standard _____ SA SARF _____ Other AFP 5.3.2.1 AFP 5.3.2.2			Last Reviewed Date: 5.6.16	Past Reviewed Dates: 12/29/15 1/08/15
LINE OF BUSINESS: <input checked="" type="checkbox"/> Specialty Waiver (B/C) <input checked="" type="checkbox"/> I Waiver <input checked="" type="checkbox"/> Healthy Michigan Plan <input checked="" type="checkbox"/> SUD Medicaid <input checked="" type="checkbox"/> SUD CA Block Grant <input type="checkbox"/> MI Health Link <input type="checkbox"/> OTHER: _____	APPLICATION: <input checked="" type="checkbox"/> SWMBH Staff and Operations <input checked="" type="checkbox"/> Participant CMHSPs <input checked="" type="checkbox"/> SUD Providers <input checked="" type="checkbox"/> MH / DD providers <input checked="" type="checkbox"/> DD providers <input type="checkbox"/> Other: _____		Last Revised Date: 5.6.16	Past Revised Dates: 12/29/15 1/08/15
Approved By:  Date: 8.24.16		Required Reviewer: Director of UM and Member Engagement		

I. Purpose

To establish the standards that define, guide and detail how Southwest Michigan Behavioral Health (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.

II. Policy

It is the policy of SWMBH 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.

III. 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

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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. ---since ICTA's are General Fund expenditures, should this be changed to "encouraged to maximize"? Not clear on PIHP authority over general funds.

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 the QI Demographic Employment Status indicator.

F. Best Practice

SWMBH participant CMHSPs will embrace and use employment practices including EBP –SE. 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.

IV. Definitions

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

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less than the customary wage, benefits and training for same work performed by individuals who are not disabled.

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

Integrated setting

(i) 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;

(ii) 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.

Provider Network

The CMHSPs under contract with SWMBH and subcontracted providers of the CMHSPs.

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

V. References

AFP 5.3.2.1

AFP 5.3.2.2

34 CFR 361.5 (b) (11)

FY 16 MDHHS Contract Attachment 7.10.2.6 *Employment Works!* Policy

VI. Attachments

None

