

NORTHCARE NETWORK

POLICY TITLE: Consumer Employment Policy	EFFECTIVE DATE: June 26, 2002
DATE OF LAST REVIEW: (Reviewed with no changes or minimal text revisions.) March 1, 2011	DATE OF LAST POLICY REVISION: (Revision to policy statement.) May 3, 2006

POLICY

Individuals who identify competitive employment as a vocational outcome during the person-centered individual treatment planning process will be assisted in achieving their employment goals. NorthCare adopts the evidence based practice for Supported Employment for Individuals with Serious Mental Illness to guide the development of services and job opportunities for individuals seeking meaningful work. The material is available at <http://www.ohioseccoe.case.edu> and <http://www.dartmouth.edu/~ips/>. EBPs are treatment models that research has demonstrated generate improved consumer outcomes, program outcomes, and systems outcomes. The principles outlined in this practice have value for individuals with developmental disorders or co-occurring disorders as well, although additional supports and settings may be required.

PURPOSE

Competitive employment improves self esteem, independence, and autonomy. Recovery becomes a reality when an individual grows in these areas. NorthCare will ensure that consumers throughout the Upper Peninsula have opportunities to learn and practice vocational skills as well as have assistance with obtaining and maintaining competitive employment.

APPLIES TO

This policy is applicable to NorthCare and all providers in its network.

PROCEDURES

NorthCare responsibilities:

- The NorthCare Practices Improvement Leadership Team will be informed quarterly about progress implementing the Supported Employment EBP.
- NorthCare will provide technical assistance for the Evidence Based Practice (EBP) of Supported Employment to increase the number of consumers in competitive employment.
- NorthCare will monitor implementation of the Supported Employment EBP through fidelity reviews.
- Other employment practices and options will be monitored through the site review process and documentation reviews

CMHSP responsibilities:

- Each CMHSP is responsible for educating consumers about employment opportunities including the Evidence Based Practice of Supported Employment.
- Each CMHSP will provide a range of employment services in collaboration with Michigan Rehab Services, Intermediate School Districts, community employers and private contract providers.
- CMHSPs will provide a link on their local websites to: <http://www.ohioseccoe.case.edu> and <http://www.dartmouth.edu/~ips/>

- Consumer input for improving employment services will be sought. Regular input via focus groups and/or Consumer Advisory Councils should be part of the CMHSP quality improvement process.
- Each Board will have policies and practices that support hiring consumers.
- CMHSPs will use the evidence based practice for Supported Employment for Individuals with serious mental illness to guide the development of services and job opportunities for individuals seeking meaningful work. The material is available at <http://www.ohioseccoe.case.edu> and <http://www.dartmouth.edu/~ips/>. Other employment settings may be utilized, such as workshops, organizational employment, consumer run businesses, or supported self-employment; however, the CMHSP needs to demonstrate medical necessity and that the employment opportunities are based on the principles of consumer choice and individualized treatment planning.
- CMHSP's will demonstrate an increase in the number of consumers assisted to find competitive employment. This will be done by means of tracking and reporting numbers of referrals, numbers of consumers authorized for services, and the number of placements made in all categories of employment as specified in the NorthCare Reporting Employment Data directive on a quarterly basis.
- CMHSP Personnel and Human Resource departments will promote their agency as a community leader in the employment of individuals with disabilities. Any job postings within the CMHSP system shall be distributed to agency employment specialists and/or supported employment staff. Agency job postings will be posted on each CMHSP website, in local newspapers, and in public areas of the CMHSP offices and program sites (e.g., drop-in centers). Employment staff shall regularly review job postings available with consideration of the match between job requirements and consumers' qualifications and interests, and assist consumers in the application process as needed.

CMHSPs will use a single point of entry model for vocational services provided within the NorthCare network. Motivational Interviewing and a vocational profile assessment will be used to ensure that consumers are provided the correct, medically necessary services to meet their vocational needs.

REFERENCES

- ✓ Americans with Disabilities Act (ADA) www.ADA.gov
- ✓ Medicaid Provider Manual Section 17.3.M. Supported/Integrated Employment Services
- ✓ http://www.michigan.gov/mdch/0,1607,7-132-2941_4868_38495_38496_38505---,00.html
- ✓ Supported Employment Evidence Based Practice available at www.ohioseccoe.case.edu
- ✓ <http://www.dartmouth.edu/~ips/>
- ✓ <http://store.samhsa.gov/product/SMA08-4365>

BOARD ADOPTED/REVIEWED DATE

8/27/03; 5/3/06; 6/26/02

COO APPROVAL

1/13/11

HISTORY

REVISED/REVIEWED: 3/18/03; 10/13/04; 12/16/04; 4/28/06; 7/15/09; 3/1/11