

**MDHHS/CMHSP Managed Mental Health Supports and Services Contract: FY20
Attachment C 6.9.8.1**

Employment Works! Policy 1

MDHHS recognizes that employment is an essential element of quality of life for most people, 2 including individuals with a serious mental illness or a developmental disability, including persons 3 with the most significant disability. 4

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The Michigan Employment First Executive Order No. 2015-15 “recognizes that competitive 6 employment within an integrated setting is the first priority and optimal outcome for persons with 7 disabilities, regardless of level or type of disability: ...”

Therefore; in accordance with this 8 Executive Order, it is the policy of MDHHS that: 9
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Each eligible working age individual over 16 years old (to correlate with transition planning and 11 related MDHHS policy Attachment C 6.9.6.1) and ongoing to the age of their chosen retirement 12 will be supported to pursue his or her own unique path to work and a career. All individuals will 13 be afforded the opportunity to pursue individual competitive, integrated employment. MDHHS 14 shall define individual competitive integrated employment using the definition in the Workforce 15 Innovation & Opportunity Act stated below. 16

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Competitive integrated employment: 18

(i) Is performed on a full-time or part-time basis (including self-employment); 19

(ii) The individual is compensated at a rate that; 20

a. Is not less than the higher of the rate specified in the Fair Labor Standards 21 Act of 1938, or the State minimum wage law 22

b. Is not less than the customary rate paid by the employer for the same or 23 similar work performed by other employees who are not individuals with 24 disabilities and who are similarly situated in similar occupations by the same 25 employer and who have similar training, experience, and skills; and 26

c. In the case of an individual who is self-employed, yields an income that is 27 comparable to the income received by other individuals who are not 28 individuals with disabilities and who are self-employed in similar occupations 29 or on similar tasks and who have similar training, experience, and skills; and 30

d. Is eligible for the level of benefits provided to other employees; 31

(iii) Is at a location that is typically found in the community; 32

(iv) The employee with a disability interacts for the purpose of performing the duties of 33 the position with other employees within the particular work unit and the entire 34 work site, and, as appropriate to the work performed, other persons 35 (e.g., customers and vendors), who are not individuals with disabilities (not 36 including supervisory personnel or individuals who are providing services to such 37 employee) to the same extent that employees who are not individuals with 38 disabilities and who are in comparable positions interact with these persons; and 39

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(v) Presents, as appropriate, opportunities for advancement that are similar to those for 41 other employees who are not individuals with disabilities and who have similar 42 positions. 43

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Furthermore, specifically, individuals with disabilities hired by community

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rehabilitation programs to perform work under service contracts, either alone or in groups 46 (e.g., landscaping or janitorial crews), whose interaction with persons without disabilities 47 (other than their supervisors and service providers) is with persons working in or visiting 48 the work locations (and not with employees of the community rehabilitation programs 49 without disabilities in similar positions) would not be performing work in an integrated 50 setting. 51

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Each time a pre-planning meeting is held to prepare for a person's plan of service (at least 53 annually); a person's options for work will be encouraged as noted in Contract Attachment C 3.4.1.1 54 and will be documented during the pre-planning meeting.

Competitive employment within a 55 integrated setting will be underscored and encouraged as the first priority and optimal outcome for 56 persons with disabilities, regardless of level or type of disability. 57

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In the case of employment for persons with mental illness, MDHHS has adopted the 59 evidence-based practice of Individual Placement and Support (IPS). The definition for the 60 outcomes of competitive employment for this specific population remains; individual jobs 61 that anyone can apply for rather than jobs created specifically for people with disabilities. 62 These jobs pay at least minimum wage, or the customary wage and level of benefits paid 63 by the employer for the same or similar work performed by individuals who are not disabled. 64 Further, the jobs do not have artificial time limits imposed by the social service agency. 65

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This proposed policy shall support persons with serious mental illness and developmental 67 disabilities to receive services and supports to achieve and maintain competitive 68 employment. It is imperative that this *Employment Works!* Policy be shared and 69 reinforced as an expectation with staff responsible for employment services and 70 outcomes and with all supports coordinators and case managers. 71

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In order to measure employment outcomes, MDHHS will compare baseline numbers for all 73 individual competitive integrated employment. Additionally, MDHHS will measure facility-based 74 and group employment each year. It is expected that the total percentage of individuals 75 competitively employed in integrated settings will increase individual competitive integrated 76 employment. It is also expected that as individual competitive integrated employment increases, 77 the percentage of individuals in facility-based and group employment will decrease. 78

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Expectations for MDHHS: 80

- Retain a permanent state-level staff who has responsibility for further developing and 81 directing overall employment policies, messaging, and services for Michigan citizens 82 supported through contracted provider networks. This person will: 83
 - o Encourage progressive use of funding to support services that advance the 84 optimal outcomes of individual competitive integrated employment. 85

- o Strengthen effective working relationships and partnering with Michigan 86 Rehabilitation Services, the Bureau of Services for Blind Persons, and Michigan 87 Department of Education/Office of Special Education, Michigan Developmental 88 Disabilities Council, the Michigan Workforce Development Agency, and other 89 stakeholder organizations. 90

- o Provide technical assistance to contracted provider networks for program 91 implementation and sustainability and to also provide opportunities for training 92 and development to enhance individual competitive integrated employment. 93
- o Review existing employment data sources and establish a strategy for collecting 94 and sharing accurate employment outcome data with stakeholders within current 95 technology and resources. 96
- o Research and advise on emerging employment goals for the contracted provider 97 networks system data and promote prompt commitment to completion of such 98 goals in current contracted provider networks' contracts. 99
- o Encourage and promote the use of best employment practices. (Examples