

<b>Community Mental Health Partnership of Southeast Michigan/PIHP</b>	<b><i>Policy Consumer Employment</i></b>
<b>Department: Clinical Performance Team</b>	<b>Local Policy Number (if used)</b>
<b>Implementation Date 12/31/2021</b>	<b>Regional Approval Date 12/17/2021</b>

<b>Reviewed by:</b>	<b>Recommendation Date:</b>
ROC	10/18/21
<b>CMH Board:</b>	<b>Approval Date:</b>
Lenawee	11/17/2021
Livingston	11/30/2021
Monroe	11/17/2021
Washtenaw	12/17/2021

## I. PURPOSE

To ensure consistency across the region in meeting standards of good clinical practice in respecting and supporting the work preferences and choices of people with severe and persistent mental illness, intellectual and developmental disabilities, and substance use disorders (SUD) while fulfilling the mandates of the Americans with Disabilities Act (ADA) with respect to community integration.

## II. REVISION HISTORY

<b>DATE</b>	<b>MODIFICATION</b>
7/24/2014	Policy creation
02/13/2018	Regular review
12/17/2021	3-year review

## III. APPLICATION

This policy applies to all staff, students, volunteers and contractual organizations within the provider network of the Community Mental Health Partnership of Southeast Michigan (CMHPSM).

## IV. POLICY

The CMHPSM recognizes meaningful work to be a basic need and affirms the right of all consumers/individuals served of public behavioral health services to pursue vocational options of their choice. The CMHPSM, in its contract arrangements with the CMHSPs in the region, shall foster the provision of services and supports that promote meaningful work for consumers/individual served.

## V. DEFINITIONS

Community Mental Health Partnership of Southeast Michigan (CMHPSM): The Regional Entity that serves as the PIHP for Lenawee, Livingston, Monroe and Washtenaw for mental health, developmental disabilities, and substance use disorder services.

Community Mental Health Services Program (CMHSP): A program operated under chapter 2 of the Mental Health Code as a county community mental health agency, a community mental health authority, or a community mental health organization.

Competitive work: In integrated settings means work in the community for which anyone - with or without a disability - can apply and that pays at least minimum wage.

Core Provider: A local provider of substance abuse services utilizing the ROSC model that provides for and/or coordinates all levels of care for clients with substance use disorders.

Meaningful: adding value, or purpose to somebody's life.

Regional Entity: The entity established under section 204b of the Michigan Mental Health Code to provide specialty services and supports for people with mental health, developmental disabilities, and substance use disorder needs.

Work: Paid employment or other productive activity, such as supported employment, integrated employment, microenterprise, or volunteer jobs.

## VI. STANDARDS

- A. All consumers/individuals served will be afforded the opportunity to pursue competitive work using Person Centered Planning processes, staff shall educate consumers/individuals served about vocational options and supports available and shall assist consumers/individuals served in pursuing work that is meaningful to consumers/individuals served and aligns with consumer/individual's preferences. The Person Centered Planning process shall provide for ongoing assessment of the consumer/individual's vocational needs.
- B. A consumer/individual's options for work must be discussed in the Person Centered Planning process and included in the individual plan of service, with the recognition that some consumers/individuals served may choose volunteering, education/training, or unpaid internships as a means leading to future work.
- C. The process of identifying meaningful work shall be directed by the consumer/individual's interests, involvement, and informed choice. The process shall be sensitive to the consumer/individual's cultural and ethnic preferences and give consideration to them.
- D. Vocational choices shall encourage and support the consumer/individual's self-sufficiency. Staff shall provide assistance to consumers/individuals served in ensuring their vocational opportunities are integrated in the community and that

wages and benefits are competitive, wherever possible.

- E. Staff will ensure consumers/individuals served are linked to accurate and timely information about the continuation of federal and state benefits in preparation for and while they are competitively employed.
- F. The CMHSP shall ensure any opportunities consumers/individuals served pursue for which the CMHSP provides services/supports occur in working environments that are accessible to the consumer/individual served and in compliance with applicable state and local standards for occupancy, health and safety.

**VI. EXHIBITS**

None

**VII. REFERENCES**

1. Medicaid Managed Specialty Supports and Services Program FY20: Attachment P 7.10.2.6, MDHHS Employment Works! Policy
2. CMHPSM Person Centered Planning Policy
3. CMHPSM Work Performed by Recipients Policy