

Community Mental Health Partnership of Southeast Michigan/PIHP	Policy Consumer Employment
Committee/Department: Clinical Performance Team	Local Policy Number (if used)
Implementation Date 12/06/2024	Regional Approval Date 10/31/2024

Reviewed by:	Recommendation Date:
ROC	09/11/2024
CMH Board:	Approval Date:
Lenawee	10/31/2024
Livingston	10/29/2024
Monroe	10/23/2024
Washtenaw	10/24/2024

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

DATE	MODIFICATION
07/24/2014	Policy creation
02/13/2018	Regular review
12/17/2021	3-year review
10/31/2024	3-year review

III. APPLICATION

This policy applies to:

<input checked="" type="checkbox"/> CMHPSM PIHP Staff, Board Members, Interns & Volunteers
<input checked="" type="checkbox"/> Regional Partner CMHSP Staff, Board Members, Interns & Volunteers
Service Providers of the CMHPSM and/or Regional CMHSP Partners:
<input checked="" type="checkbox"/> Mental Health / Intellectual or Developmental Disability Service Providers
<input checked="" type="checkbox"/> SUD Treatment Providers <input type="checkbox"/> SUD Prevention Providers
<input type="checkbox"/> Other as listed:

IV. 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 (Recovery Oriented System of Care) 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.

V. 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.

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