

Changes, Changes, Changes

Legislation

Evidence-based and Promising Employment Practices

Data about employment across Michigan



Joe Longcor, Supported Employment Specialist, Michigan Department of Health & Human Services/Behavioral Health & Developmental Disabilities Administration

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Perspective:

- What happened in 2014, 2015 & 2016 to change employment services?

Work Information & Opportunity Act (WIOA)

- Michigan Rehabilitation Services
- Bureau of Services for Blind Persons

Home & Community-based Services (HCBS) Rule

- Medicaid Services

President Obama Raises Minimum Wage to be Paid by Federal Contractors

- Applies to Persons with Disabilities

WIOA


➤ [RSA-FAQ-22-02.docx \(live.com\)](#)

➤ **Q19. Must an individual with a disability choose “competitive integrated employment?”**

➤ If the individual wants to receive services and supports from the VR program, the individual must choose an “employment outcome,” which means the individual must intend to pursue “competitive integrated employment” or supported employment (see section 7(11) of the Rehabilitation Act (29 U.S.C. § 705(11)) and 34 C.F.R. § 361.5(c)(15)). We emphasize that, while there are a variety of employment types currently available for individuals with disabilities to choose from based on their individual preferences, only “competitive integrated employment” and supported employment are allowable employment outcomes for purposes of the VR program. Thus, any VR funding must support activities related to pursuing these allowable employment outcomes. The requirements at Section 7(5) of the Rehabilitation Act (29 U.S.C. § 705(5)) and 34 C.F.R. § 361.5(c)(9) establish minimum requirements that a job position must satisfy to be considered “competitive integrated employment.” However, these requirements must not be construed as limiting an individual with a disability’s choice as to the type of employment the individual chooses to pursue. Instead, when explained, these requirements help to inform the individual of the purpose of the VR program and the types of employment outcomes available through the program that will maximize the individual’s potential for “competitive integrated employment.” With this understanding and other information acquired through the informed choice process described in response to Q17 and Q18, the individual can choose to pursue “competitive integrated employment” with the assistance of the VR program or other forms of employment with the support of other Federal, State, or local programs designed to meet those needs.

HCBS

- ▶ [Home and Community Based Services | CMS](#) (Center for Medicare & Medicaid Services)
- ▶ The final rule addresses several sections of Medicaid law under which states may use federal Medicaid funds to pay for home and community-based services (HCBS). The rule supports enhanced quality in HCBS programs, adds protections for individuals receiving services. In addition, this rule reflects CMS' intent to ensure that individuals receiving services and supports through Medicaid's HCBS programs have full access to the benefits of community living and are able to receive services in the most integrated setting.
- ▶ Michigan Medicaid Provider Manual at: [MDHHS - Medicaid Provider Manual \(michigan.gov\)](#)
 - ▶ Click on the Icon in the upper left (dots with lines) to open the Table of Contents
 - ▶ Scroll down to Home and Community Base Services then:
 - ▶ SECTION 3 – HOME AND COMMUNITY BASED SETTINGS
 - ▶ Through the HCBS Final Rule, CMS imposed certain requirements for HCB settings which consist of those settings where individuals live (residential settings) and those where individuals go to receive services (non-residential settings). All HCB settings where people live or receive Medicaid HCBS must have the same characteristics to the same extent as those individuals not receiving Medicaid HCBS.



President Obama – Executive Action, 2014
- Implementation January 2015

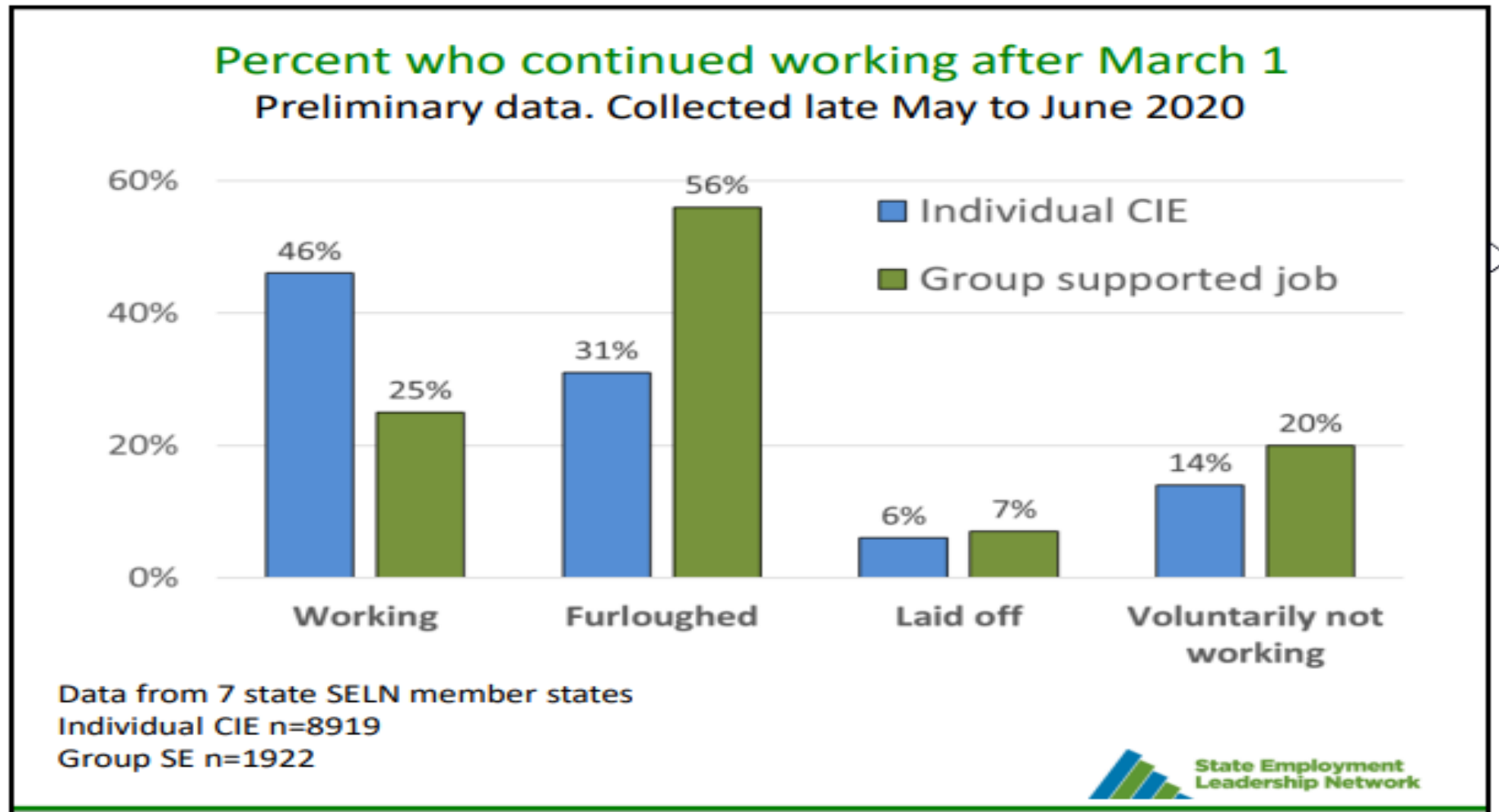
- ➔ **President Barack Obama signs an executive order requiring that workers employed under federal contracts — including those with disabilities — be paid at least \$10.10 per hour. (Olivier Douliery/Abaca Press/MCT)**



5 minutes for Questions????



Employment During the Covid Pandemic





Michigan Services for Individuals with Intellectual or Developmental Disabilities During the Pandemic - Anecdotal

- ▶ Many Facility-based settings closed, individuals stayed at home
- ▶ Michigan Developmental Disabilities Council continued efforts to support rate restructuring supporting individual competitive integrated employment
 - ▶ Several Facility-based settings have reshaped their work to solely community-based
 - ▶ Several Facility-based settings did not or are not renewing 14(c) sub-minimum wages
 - ▶ 14(c) use has fallen from over 8,000 in 2014 to now approximately 2,200 with several sites still ending its use
- ▶ Some Facility-based settings remain closed
- ▶ Some individuals and families are now seeking individual competitive integrated employment seeing it as more stable in employment and safer from illness



Questions?





Individual Placement & Support (IPS) for Persons with Serious Mental Illness

► **Individual Placement and Support (IPS)** is a model of **supported employment** for people with **serious mental illness** (e.g., schizophrenia spectrum disorder, bipolar, depression). IPS supported employment helps people living with behavioral health conditions work at **regular jobs** of their choosing. Although variations of supported employment exist, IPS refers to the **evidence-based** practice of supported employment for persons with serious mental illness.



IPS Core Principles

► **IPS is based on 8 Core Principles:**

- Zero-Exclusion Policy - Every person with severe mental illness who wants to work is eligible for IPS supported employment.
- Integrated Employment & Treatment - Employment services are integrated with mental health treatment services.
- Competitive Jobs - Competitive employment is the goal
- Rapid Job-Search - The job search starts soon after a person expresses interest in working. (Within 30 days)
- Systematic Job Development - Employment specialists systematically develop relationships with employers based upon their client's work preferences.
- Time-Unlimited Support - Job supports are continuous.
- Consumer Preferences - Client preferences are honored.
- Benefits Planning - Personalized benefits counseling is provided.

NOTE: The above core principles certainly may be and are applicable to assist a person with any disability BUT Michigan is NOT recognizing it as IPS unless it is in support of persons with serious mental illness AND the site remains current in its fidelity reviews.



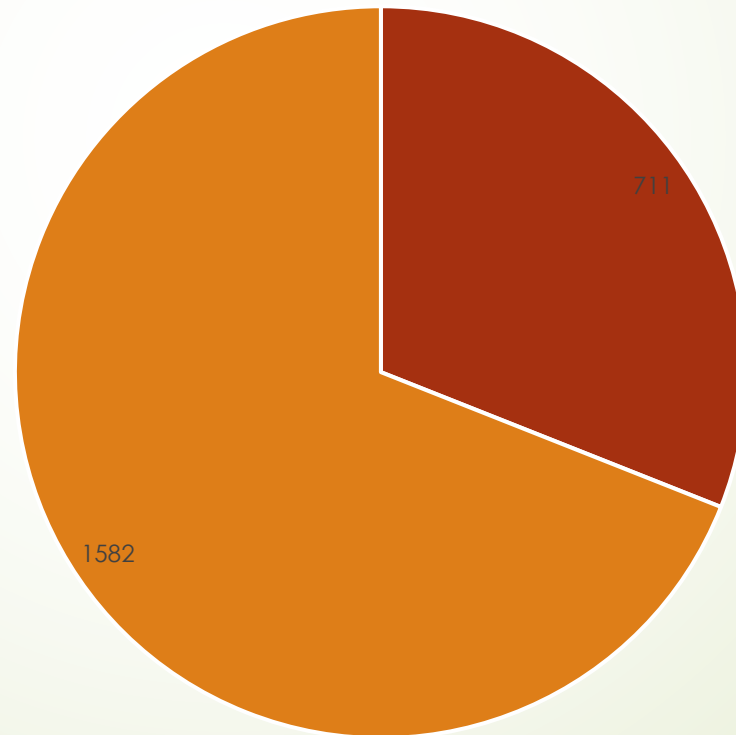
IPS Employment During Covid: Anecdotal Lessons from the Field

- ▶ Initially: Three months of uncertainty and challenged employment
- ▶ Some to many individuals were more independent than before Covid
 - ▶ Staff determined they had and were over supportive – creating dependence
- ▶ Virtual supports preferred by some individuals (remains that way still)
- ▶ Employer Staffing needs arose providing individuals an opportunity to show and prove their value
- ▶ Wages grew
- ▶ People worked in the Gig economy of Uber, food delivery, and more
 - ▶ Some/many did not realize they were “self-employed” and/or the implications
- ▶ Some of the highest Michigan IPS Employment Rates experienced over the last several years.

Michigan IPS Employment Rate April – June, 2021

- Highest reported over five years

44.9% IPS Employment Rate





Questions?



Employment Related Updates or Sites

➤ [Statedata | Michigan Individual Activity](#)

- Summarizes data on employment outcomes and participation in non-work activities for people receiving services funded by the Michigan Behavioral Health and Developmental Disability Administration.

➤ [StateData.info | Statedata.info](#)

- Access the latest information about employment and economic self-sufficiency for people with intellectual and developmental disabilities. Both national and state-level statistics are included.

➤ [DB101 Michigan – Home](#)

- Short 4-5 minute videos on benefit eligibility, work and benefits for both adults and youth
- Interactive Estimators to speculate what will likely happen if a person chooses work
- Many articles on benefit and work

➤ Dispersing Benefit-to-Work Myths Training events (will continue to share with Marie to send on)

- Dispersing Benefit-to-Work Myths is intended to provide professionals, primarily supporting individuals experiencing a serious mental illness, with a basic understanding of eligibility and work incentives for individuals receiving SSI & Medicaid and/or SSDI & Medicare.
- Specific agency, organization or group training is available. Emphasis will be on persons with serious mental illness given the funding source (but applicable to a broad audience).



Questions as Time Allows

- ▶ Joe Longcor, Supported Employment Specialist
 - ▶ MDHHS-CPI-Section@michigan.gov