2020—2022 SELN ACCOMPLISHMENTS
MICHIGAN
DEPARTMENT OF BEHAVIORAL HEALTH & DEVELOPMENTAL DISABILITY ADMINISTRATION

Michigan captured data from local Community Mental Health Services Programs (CMHSPs) showing partnership with local intermediate school districts and public schools. The reports showed that CMHSPs had limited connection with the school system related to employment services. Most commonly, CMHSPs provide modest awareness campaigns, but CMHSPs rarely provide direct employment supports to youth/students. This focus area is key to helping youth recognize their potential to work, achieve more, and reshape their expectations.

Aligning with the focus on changing expectations, several CMHSPs have expanded their micro-certified *Benefit to Work Coach* services to support all individuals. Barriers to employment include the myths and misunderstanding about benefits and work. In Michigan, we are collecting data related to the number of individuals supported, how many individuals are now choosing work, and how many individuals are increasing their hours worked.

Michigan's employment data site continues to raise important questions from the field about this data. Our site is leading to more focused discussions for local CMHSPs and providers on important questions. Ideally, these discussions will shape future changes to the site and provide feedback about how we share information strategically, leading to greater outcomes.

Michigan has also laid the foundation to strengthen provider qualifications in upcoming changes to our Medicaid Provider manual. These discussions will continue and other areas of Michigan's employment systems change activities will be referenced as related resources.
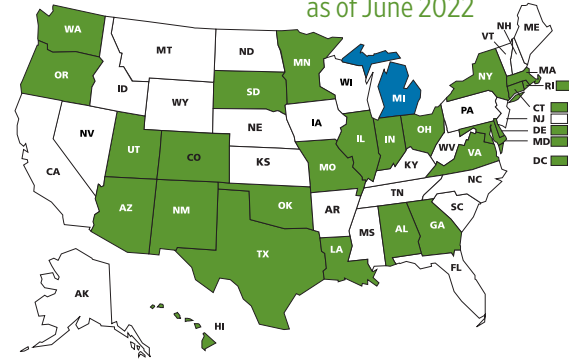
Employment for Individuals With IDD

Statewide Snapshot

111
Michiganders have enrolled in the case manager training

81
Michiganders completing all requirements and are testing out successfully to date

Data source:
SELN eLearning course as of 7/29/2022

MICHIGAN

Michigan Dept. of Health and Human Services
Department of Behavioral Health & Developmental Disability Administration

Farah Hanley, Chief Deputy Director for Health, Behavioral and Physical Health and Aging Services Administration (BPHASA)

SELN lead: Joe Longcor
Email: longcorj@michigan.gov

State Employment Leadership Network

UMass Boston

ICI

NASDDDS
National Association of State Directors of Developmental Disabilities Services

The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.

CATALYSTS — STRATEGY — OUTCOMES

CATALYSTS
Leadership
Values

STRATEGY
Policy & Goals
Financing
Training & TA
Service Innovation
Outcome Data

OUTCOMES
Integrated Jobs

INTERAGENCY COLLABORATION

Hall et al (2007)

Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

Leadership.
Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

Strategic Goals and Operating Policies.
Employment is supported by program goals and operating practices.

Financing and Contracting Methods.
State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

Training and Technical Assistance.
Investment in the development and maintenance of a strong, competent workforce.

Interagency Collaboration and Partnership.
Building relationships to remove barriers to employment supports.

Services and Service Innovation.
Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

Performance Measurement and Data Management.
Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.