

2019–2020 SELN ACCOMPLISHMENTS

MICHIGAN

DEPARTMENT OF BEHAVIORAL HEALTH & DEVELOPMENTAL DISABILITY ADMINISTRATION

Michigan has focused on making system improvements and developing capacity. The activities below show the progress made during the 2019-2020 membership year.

Access to employment outcome data

Michigan's Behavioral Health & Developmental Disabilities Administration (BHDDA) launched its employment data website in June 2020: www.statedata.info/michigan/

The website summarizes data on employment outcomes and participation in non-work activities for people receiving services funded by BHDDA. BHDDA leaders appreciate insights provided by several local community mental health agencies, the MI Developmental Disabilities Council, and internal staff that helped shape this site in partnership with ICI/UMass Boston and the SELN.

This site will be updated at least quarterly. It allows users to search employment data by variables such as:

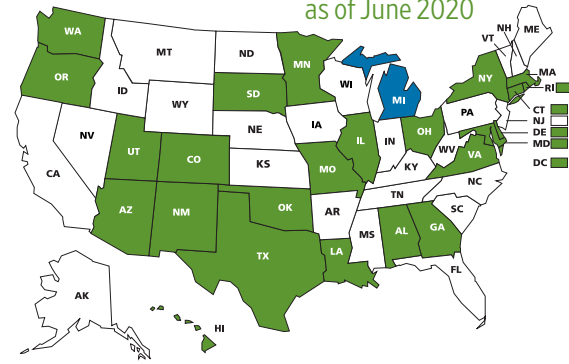
- ❖ State or Community Mental Health Services Program (the local governing entity for service delivery)
- ❖ Disability type, gender, or age
- ❖ Mean wages earned and/or hours worked
- ❖ Number or percent of individuals working

This site conveys the expectation and value of employment for all Michigan citizens with significant disabilities. This joint work also provides a foundation for BHDDA's improved data-sharing strategy with its state partners, such as vocational rehabilitation, education, and workforce development. These partners are working on a memorandum of understanding to share key employment data.

Revised service definitions and provider qualifications

BHDDA is in the early vetting stage to update its Medicaid Provider Manual language. This will include definitions for key terms such as Individual Competitive Integrated Employment, Career Planning/Discovery, and Financial Planning. This multi-year path to update language may also introduce clarity about providing "on-behalf-of" services in support of individuals and establish stronger provider qualifications. In addition, transportation as a stand-alone service may be included. Consultants from both the SELN and the Office of Disability Employment Policy were instrumental in advancing this work.

SELN member states
as of June 2020



Employment for Individuals With IDD

Nationwide Snapshot



14% In an Individual Job



\$9.88 Average Hourly Wage



23.9 Average Hours Worked For 2 Weeks

Data source: In-person survey, National Core Indicators Project, 2018–2019. For more information, visit www.nationalcoreindicators.org.

MICHIGAN

Michigan Dept. of Health and Human Services
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State Employment Leadership Network



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.



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.