



North Carolina Department of Health and Human Services
Division of Mental Health, Developmental Disabilities and Substance Abuse Services

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Governor

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Secretary DHHS

Jim Jarrard
Acting Division Director

May 2, 2013

MEMORANDUM

Allocation #: 13-MK-15

TO: Phil Endress, LME-MCO Director
MeckLINK

FROM: Emery Cowan, CPM Best Practices Team
Tina Quiller-Morgan, Financial Operations

RE: Supported Employment and Long Term Vocational Support - Definition and Funding SFY-13

MeckLINK is allocated \$25,000 on a *one-time basis* for the purpose of implementing evidence-based Supported Employment (SE) and Long Term Vocational Support in accordance with the USDOJ Settlement Agreement with North Carolina.

DMH/DD/SAS is implementing a new service definition (attached) that combines SE and Long Term Vocational Supports (LTVS) per the evidence-based practice model, redefines who is eligible for this service, and clarifies how to collaborate with DVRS. New guidance on staffing, training, fidelity monitoring, and outcome measures is included. This definition supersedes all former guidance around SE/LTVS service and training (IPRS 2003 definition or any IUs). DMHDDSAS will be developing and directly providing training and technical assistance to providers and LME-MCOs in the development of this employment model. LME-MCOs must develop providers in their network that can serve individuals from all 3 population groups.

The following changes have been made:

- (1) This service and allocated funding must be available to individuals with MH, SA, and IDD as the benefits package has been updated. IPRS funds and persons served will be tracked.
 - New DOJ allocations must be used to expand SE/LTVS for MH/SA population; however all the dollars currently available in single stream for SE/LTVS will be tracked for employment services only and can be used across all disability groups and phases of service, including for individuals only receiving LTVS referred from DVR.
- (2) The service codes will remain the same: separate SE and LTVS codes in order to track outcomes of individuals utilizing less intensive supports as well as those referred from DVRS Supported Employment to DMH/DD/SAS LTVS per 10A NCAC 27G .5801.
 - **YP630** = Phase 1: Individual Supported Employment

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- **YP640 Supported Employment (group) will no longer be billable after July 1, 2013-** individuals will need to transition to YP630 or YM645. Group employment is not a best practice model.
- **YM645 = Phase 2: Long Term Vocational Support**

(3) The new service definition combines SE and LTVS into one seamless service per the evidence-based models; therefore the rate* will continue to be the same for both phases of this service:

- Cost per 15 min unit- **\$14.22** / Cost per billable hour- **\$56.88**

** As per procedure, LMEs may request a rate lower or higher than the \$14.22 by attending provider, you must write a rate justification and use a rate request form if the rate request will be in excess of 75th percentile.*

(4) Additionally, to meet DOJ Settlement Agreement and ADA/Olmstead compliance standards, LME-MCOs can reallocation/realign funding from vocational and prevocational programs that are no longer considered best practices. It is also required per new contract language that LME-MCOs and current and new SE/LTVS programs provide employment outreach and engagement to individuals in PSRs, ADVPs, sheltered workshops and other facility-based services. DMH/DD/SAS is currently revising ADVP and looking into updating other prevocational services. Therefore:

- **YP650 Sheltered Workshop will no longer be billable after July 1, 2013-** individuals will need to transition to other appropriate programs per their PCP. If employment is still a goal, individuals should transition to SE/LTVS, DVRS, or ADVPs as appropriate.

Transitional Hold Harmless Period

Current providers must have access to continue billing under the new codes to avoid interruption of services for individuals and to improve services. However they will have until September 2013 to fully transition from current practice to meet all aspects of the new SE/LTVS model/definition. During this time, providers will need to show and document efforts to transition if they do not meet all areas of the new service definition. In the meantime, DMH will be providing technical assistance and training to meet new requirements.

Cost Analysis and Rate- What's Included:

- **Staffing Costs**
- **Training Costs** – Initial and subsequent year continuing education and online specialty trainings:
 - SE 101 Training
 - College of Employment Services- Employment Strategies, 6 online sessions
 - Benefits Counseling 101 Training
 - IPS Online Training Course- Dartmouth Psychiatric Research Center
 - Customized Employment- Online Staff Training, Griffin-Hammis Associates (GHA) "Creating Community Careers: A 5-Session Customized Employment" and "A 5-Session Self-Employment Course"
- **CESP** examination costs
- **Assistive Technology (AT) Assistance** – assumes 10% of caseload needing some AT equipment; with consultation from NC Assistive Technology Program (NCATP)
- **Travel costs for staff-** assumes community-based employment requires an increase in travel esp. in rural areas
- **Staff Technology-** portable tablets/laptops, cell phones, etc.
- Provider **national accreditation** costs
- Staff time costs for participation/preparation for **fidelity reviews**

If you have questions regarding evidence-based DOJ Community Mental Health Services or would like consultation and technical assistance around this service, please contact Emery Cowan at (919) 715-2774 or emery.cowan@dhhs.nc.gov

FUND ALLOCATION: Center: 1461-4892-00-2F Account: 53-6968-180 Amount: \$25,000

cc: Jim Jarrard
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LME-MCO Clinical Directors and Supported Employment points of contact