DSAMH SE/IPS Action Plans

Revision date is: January 29, 2016

For

Utah Department of Human Services

Division of Substance Abuse and Mental Health

Supported Employment / Individual Placement and Support Plan

(DSAMH SE/IPS Plan)

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Table of Contents

***Topic Page***

Table of Contents 2

Action Plans 3—8

* Funding 3
* Training 4
* Modify State Policies, Procedures, and Processes 6
* Employment Specialist and Peer Support Specialists 7
* Support 8

***Funding***

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| DSAMH SE/IPS ***mission*** statement is: to promote health, hope, and healing from mental health and co-occurring disorders through meaningful, competitive and integrated employment utilizing SE/IPS practices. |
| ***Strategic issue*** statement: Access sustainable ***funding*** to provide SE services. |
| ***Strategy*** statement: Develop funding methodologies which create and demonstrate effective outcomes when providing competitive, integrated and meaningful employment supports using the IPS model. |
| ***Membership***: Chair: Jeremy Christensen, DSAMH Assistant Director Team: Pam Bennett, DSAMH SE/IPS Project Director and Sharon Cook, DSAMH SE/IPS Program Manager; Jolene Wyler, Director of Utah Work Incentive Planning. |
| Specific ***outcomes*** or expected results (these are the measures of success): |
| ***Resource*** requirements and sources for working the action plan and also the resource requirements and sources needed to implement the action plan and achieve expected results: |
| ***Communications/marketing*** process (the means and methods to communicate/market the plan and results to stakeholders): |

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| ***Task Number*** | ***Task Plan—is the specific tasks we plan to perform to realize the strategy as measured by the expected results*** | ***Person Responsible*** | ***Due Date*** | ***Status*** |
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***Training***

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| DSAMH SE/IPS ***mission*** statement is: to promote health, hope, and healing from mental health and co-occurring disorders through meaningful, competitive and integrated employment utilizing SE/IPS practices. |
| ***Strategic issue*** statement: Establish a permanent ***training*** program on the SE/IPS model for providers involved in service delivery using in-person and virtual platforms. |
| ***Strategy*** statement: Develop and implement a permanent training program on the SE/IPS model for providers involved in service delivery using in-person and virtual platforms. The training program will utilize a multiphase series of training statewide. Webinars and on-site instruction will be used for the delivery of the evidence-based SE/IPS model. Subject matter experts will provide interactive training on SE/IPS topics to providers. The SE/IPS Statewide Trainer will provide base-line training and technical assistance to agency and state leadership, providers, community agencies, stakeholders, LMHAs, and advocates. An on-going training engagement program will improve fidelity, increase job development and placement, and sustain people with mental illness and co-occurring disorders in jobs of their choosing. SE/IPS providers will participate in fidelity reviews to assess the implementation of this model and the extent to which providers are following the IPS principles. The fidelity reviews will be conducted on-site with a focus on quality improvement. |
| ***Membership***: Chair- Sharon Cook, Utah SE/IPS Program Manager/Statewide IPS Trainer  Team- Rachel Anderson, Utah State Office of Rehabilitation Transition and Supported Employment Coordinator; Leah Lobato, Utah State Office of Rehabilitation Director of Governor’s Committee on Employment of People with Disabilities & Business Relations; Jolene Wyler, Director of Utah Work Incentive Planning; and Tim Riesen, Utah State University Assistant Professor, Special Education and Rehabilitation |
| Specific ***outcomes*** or expected results (these are the measures of success): |
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Training Action Plan—continued

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***Modify DSAMH’s Procedures and Processes***

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| DSAMH SE/IPS ***mission*** statement is: to promote health, hope, and healing from mental health and co-occurring disorders through meaningful, competitive and integrated employment utilizing SE/IPS practices. |
| ***Strategic issue*** statement: ***Modify DSAMH’s procedures and processes*** that are needed to advance SE/IPS services across the state, and ensure alignment with principles of the individuals with IDEA, WIOA, and Utah Employment First legislation. |
| ***Strategy*** statement: Review DSAMH’s procedures, and processes. Develop new DSAMH procedures and processes as needed to advance SE/IPS services statewide. New procedures and processes will be presented to the Utah Behavioral Health Committee (UBHC). Review DSAMH contracts and amend as needed to remove barriers. |
| ***Membership***: Chair: Jeremy Christensen, DSAMH Assistant Director  Team: Pam Bennett, DSAMH SE/IPS Project Director; Sharon Cook, DSAMH SE/IPS Program Manager; Tricia Jones-Parkin, Division of Services of People with Disabilities Program Administrator; Rachel Anderson, Utah State Office of Rehabilitation Transition and Supported Employment Coordinator; and Susan Loving, Utah State Office of Education, Transition Specialist. |
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***Employment Specialists and Peer Support Specialists***

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| DSAMH SE/IPS ***mission*** statement is: to promote health, hope, and healing from mental health and co-occurring disorders through meaningful, competitive and integrated employment utilizing SE/IPS practices. |
| ***Strategic issue*** statement: Develop, recruit and train culturally and linguistically diverse SE/IPS teams including ***Employment Specialists and Peer Support Specialists*** |
| ***Strategy*** statement: Develop and implement recruiting procedures designed to attract culturally and linguistically diverse team members; develop and implement cultural awareness training for SE/IPS providers, employers, community members, state and local agencies. Develop strategies to increase Medicaid rates for Certified Peer Support Specialists. Develop strategies to allow the Comprehensive Review Committee (CRC) to review the background of Certified Peer Support Specialists. |
| ***Membership***: Chair: Sharon Cook, DSAMH SE/IPS Program Manager Team: Cami Roundy, DSAMH Peer Support Program Manager; SE/IPS Employment Specialist Supervisors; SE/IPS Employment Specialists; Certified Peer Support Specialists; and Peers with Lived Experience. |
| Specific ***outcomes*** or expected results (these are the measures of success): |
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***Support***

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| DSAMH SE/IPS ***mission*** statement is: to promote health, hope, and healing from mental health and co-occurring disorders through meaningful, competitive and integrated employment utilizing SE/IPS practices. |
| ***Strategic issue*** statement: Provide ***support*** to employers regarding the obtainment and retention of employment with people with mental illness. |
| ***Strategy*** statement: Develop and provide training to SE/IPS sites (train the trainer format), who will disseminate information about SE/IPS service delivery to employees. |
| ***Membership***: Chair: Sharon Cook, DSAMH SE/IPS Program Manager  Team: Leah Lobato, Director of Governor’s Committee on Employment of People with Disabilities & Business Relations; Tom Smith, USOR Business Relations; SE/IPS Employment Specialist Supervisors and SE/IPS Employment Specialists. |
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