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LME-MCO Communication Bulletin #J175

Date: December 22, 2015

To: LME-MCOs

From: Mabel McGlothlen, I/DD, TBI, and System Performance Section Chief, DMH/DD/SAS and
Kathy Nichols, Behavioral Health Manager, Behavioral Health Section, DMA

Subject: Revisions to the IPS-SE Service Definition

This bulletin informs LME-MCOs and providers of changes to the Individual Placement Support-Supported Employment service definition. **The new service definition has an implementation date of 1/1/16.**

The Division of Mental Health, Developmental Disabilities and Substance Abuse Services (DMH/DD/SAS) revised the "Individual Supported Employment (YP630) with Mental Health/Substance Abuse Long Term Vocational Supports (MH/SA LTVS) for individuals (YM645)" definition, implemented on 5/2/13.

The new service definition is based on the Individual Placement Support-Supported Employment (IPS-SE) Evidence Based Practice (EBP), developed by Dartmouth, and the requirements set forth in the Transitions to Community Living Initiative (TCLI) as implementation of the agreement with the Department of Justice (DOJ), on 8/23/12. The new service definition:

- Aligns with the IPS-SE EBP;
- Redefines who is eligible for the service; and
- Clarifies how to collaborate with the Division of Vocational Rehabilitation Services (DVRS.)

This definition supersedes all former guidance around SE/LTVS for MH/SA service and training (including any implementation updates.)

The new services definition IPS-SE for Adult Mental Health /Adult Substance Abuse (AMH/ASA) (YP630), implementation date 1/1/16, will take the place of "Individual Supported Employment (YP630) with MH/SA LTVS for individuals (YM645). Changes from the previous service definition include:

<i>Source/Location</i>	<i>Change Overview</i>
<i>Communication Bulletin #132, Critical elements of IPS-SE</i>	The service definition and billing code for MH/SA LTVS for individuals (YM645) ends effective 12/31/2015. Any individuals receiving this service from a non-IPS-SE provider should be assessed to determine if their employment/educational goals could be met through an IPS-SE team. Follow-along supports are part of the IPS-SE EBP, and not a separate service. Provision of follow-along supports should be seamless and based on what the individual needs to ensure they maintain stable employment. Therefore, the provision of follow along supports is now part of the IPS-SE for AMH/ASA service definition.
<i>Practice Principles of Evidence-Based Supported Employment, Critical elements of IPS-SE</i>	The IPS-SE for AMH/ASA clearly defines the eight practice principles and corresponding critical elements of IPS-SE to ensure that providers and LME-MCOs are aware of what makes this model unique and effective with individuals with MH/SU.
<i>Provider Requirements</i>	A brief overview of <i>Employment First</i> practices and principles are provided, as agencies providing IPS-SE should ensure that their agency policies and practices align with the mission and vision of <i>Employment First</i> .
<i>Staffing Requirements</i>	A fully staffed IPS-SE team (1 IPS-SE Team Lead, 8 Employment Support Professionals (ESPs), 1 Employment Peer Mentor (EPM) can now serve a maximum of 200 individuals, as one ESP can work with up to 25 individuals.
<i>Staff Responsibilities</i>	Staff responsibilities for the IPS-SE Team Lead, ESPs and EPMs is clearly identified.
<i>Training and Certification Requirements</i>	Training requirements have been updated, specifically: all staff must be trained on the IPS-SE EBP. This must be completed within 90 days of hire, EPM training must be completed within six months of hire and all staff must complete six hours of Person Centered Thinking and Motivational Interviewing within 90 days of hire.
<i>Fidelity Evaluation</i>	The process and procedures specific to fidelity evaluations has additional detail, including: a certification chart, procedures for when fidelity evaluations will be completed, what will happen if a team doesn't meet fidelity on their first review and the schedule for subsequent fidelity reviews.
<i>Documentation Requirements</i>	Documentation requirements have been updated to reflect that staff should complete a full services note that shall be written per date of service.

Billing information is as follows:

Billing Code	IPS-SE Team Fidelity Rating	Rate per unit
YP630	Met Fidelity	\$19.02/unit
YP630	Not Met Fidelity	\$14.22/unit

The new service definition will be located on the DMH/DD/SAS website at <http://www.ncdhhs.gov/providers/provider-info/mental-health/service-definitions>.

DMH/DD/SAS will facilitate webinars to review the new service definition in January and February. Agencies may submit questions prior to or during the scheduled webinars. Dates and times for webinars will be sent to all LME-MCOs and the currently identified IPS-SE providers. These webinars will be free and open to any agencies or LME-MCO staff.

For more information, please contact Stacy A. Smith, Adult Mental Health Team Lead at stacy.smith@dhhs.nc.gov or 919-715-2368.

Previous bulletins can be accessed at: <http://jtcommunicationbulletins.ncdhhs.gov/>

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