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LME-MCO Communication Bulletin #J311

Date: November 07, 2018
To: Local Management Entities/Managed Care Organizations (LME-MCOs)
From: Kathy Nichols, Assistant Director of Services and Supports, DMH/DD/SAS
Deb Goda, Behavioral Health Unit Manager, NC Medicaid
Subject: Preview of Revisions to the Individual Placement and Support (IPS) Service Definition

Revisions have been made to the Individual Placement and Support (IPS) service definition based on feedback from providers, NC Medicaid, the Division of Vocational Rehabilitation (DVR) and LME/MCOs through listening sessions conducted in 2017. **This communication bulletin explains changes in the new service definition which has an anticipated publication date of January 1, 2019.** To assist in becoming familiar with the changes, please refer to the current [Individual Placement and Support \(IPS\) service definition](#).

These changes will be effective when the new service definition is published:

Service Definition and Required Components	<ol style="list-style-type: none"> 1. Revised eligibility age to 16 years of age to align with NC Medicaid eligibility requirements; 2. Added that all IPS providers are required to apply to become a DVR vendor.
Staffing Requirements	<ol style="list-style-type: none"> 1. Revised qualifications for the IPS Team Lead to reflect that vocational experience and/or being a Certified Employment Support Professional (CESP) is a recommendation rather than a requirement; 2. Added Program Assistant and qualifications; 3. Updated the maximum number of people served for one team to account for a Team Lead caseload, which increased the caseload size to 210; 4. Added the IPS certification, offered by The IPS Employment Center at The Rockville Institute at

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	<p>Westat, as an acceptable qualification for hire of an Employment Support Professional (ESP);</p> <ol style="list-style-type: none"> Added optional Benefits Counselor role and required qualifications; and Added that a Program Assistant must be in place within six months of start-up.
Staffing Responsibilities	<ol style="list-style-type: none"> Added Program Assistant responsibilities; Revised responsibilities for Employment Peer Mentor (EPM); Added responsibility of teaching psychiatric rehabilitative skills for Employment Support Professionals; Added Benefits Counselor responsibilities.
Service Type and Setting	Revised percentage of community time to 65 percent for ESPs to align with the Supported Employment Fidelity Review Manual.
Program Requirements	<ol style="list-style-type: none"> Updated criteria that a long-distance ESP or EPM must attend the group supervision meeting at least once monthly; and Added the Employment Behavioral Health Team (EBHT) policy published on Nov. 15, 2017.
Eligibility Criteria	Revised eligibility age to align with NC Medicaid eligibility requirements of 16 years old.
Utilization Management	Added guidance regarding the use of DVR funding.
Training and Certification Requirements	Added requirement for IPS Team Leads to complete the <i>Supervising NC Certified Peer Support Specialists</i> training within six months of being hired.
Fidelity Evaluations	<ol style="list-style-type: none"> Revised the timeline for scheduling fidelity evaluations based on ratings; Revised the score range for criteria in determining eligibility for a re-evaluation when a team does not meet the minimum fidelity score; and Clarified the timeline for each IPS fidelity evaluation, responsible parties and contesting requirements as documented in the Communication Bulletins #J235 and #J309, published Feb. 14, 2017 and Oct. 18, 2018.
Service Exclusions and Limitations	Added IPS activities that are not covered by State funds.

If you have any questions, please contact Stacy A. Smith at 919-715-2368 or stacy.smith@dhhs.nc.gov.

Previous bulletins can be accessed at:

www.ncdhhs.gov/divisions/mhddsas/joint-communication-bulletins

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