



INFORMATIONAL WEBINAR

Individual Placement & Support

Family and Social Services Administration/Division of Mental Health and Addiction

Request for Funding #2023-015

August 9, 2023 - 2:00 PM Eastern Time

Katherine Heger, Older Persons Initiatives and Supported Employment Director

Theresa Koleszar, Bureau of Rehabilitation Services Director

INTRODUCTION OF PRESENTERS/ PURPOSE

- ▶ Katherine Heger, Older Persons Initiatives and Supported Employment Director
- ▶ Theresa Koleszar, Bureau of Rehabilitation Services Director
- ▶ Please document your questions in the chat box

PURPOSE

This Informational Webinar is regarding Request for Funding #2023-015 to expand or create competitive integrated employment outcomes for individuals with mental health diagnoses through **Individual Placement and Support (IPS)** supported employment services based upon the eight (8) IPS principles at Indiana Community Mental Health Centers (CMHC).

Participating Community Mental Health Centers (CMHC) are expected to train staff and develop a partnership with Vocational Rehabilitation (VR).

OVERVIEW: eCivis

- eCivis is Indiana's new state-wide grants management system.
- eCivis tracks federal grants from application to close-out.
- eCivis will:
 - **unlock** new federal funding opportunities for Indiana's state agencies,
 - **streamline** intra-agency collaboration and the grant approval process, and
 - **enhance** the effectiveness of internal controls for managing grants.
- eCivis serves both the grantee and the grantor agency functions.



PROJECT DESCRIPTION

HISTORY OF IPS IN INDIANA

- ▶ The DMHA and VR have been coordinating and aligning services to better meet the needs of people in Indiana with serious mental illness (SMI).
- ▶ Two (2) CMHC early-adopter sites have implemented significant changes within how they provide services.
- ▶ With their input, VR and DMHA have developed a funding guidance document to ensure the program's sustainability.
 - ▶ Appendix A is the Indiana funding guidance for IPS detailing a crosswalk of both Medicaid Rehabilitation Option (MRO) and VR payments for IPS, sequencing and braiding the funding sources for seamless service delivery.
- ▶ According to early adopter site feedback, the program is fiscally sustainable if both MRO and VR funding streams are utilized by the CMHC.



PROJECT DESCRIPTION

MEDICAID REHABILITATION OPTION

- ▶ MRO will reimburse for supports that are addressed in an individual's treatment plan that are directly related to helping an individual overcome or address psychiatric symptoms interfering with seeking, obtaining, and maintaining a job
- ▶ The services being provided are focused on illness management and recovery, **regardless of setting**
- ▶ Treatment plans should address a person's interest, desire to work, or career pursuits




PROJECT DESCRIPTION

VOCATIONAL REHABILITATION

- Vocational Rehabilitation helps eligible individuals with disabilities, including those with mental health diagnosis, to achieve their employment goals
- Services for eligible individuals are based upon an Individualized Plan for Employment (IPE), which is created by VR and the individual, and is designed to achieve the planned employment outcome
- VR can provide a wide range of specific services to support eligible individuals to prepare for, secure, retain, advance in, or regain employment that is consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice



PROJECT DESCRIPTION IDENTIFIED CHALLENGE

- An identified challenge to the program was hiring and retaining employment specialists (ES)
 - IPS ES staff must be eligible to bill MRO and are tasked to build business relationships in the community
 - Applicants may address workforce challenges by addressing strategies for recruiting and retaining these staff members
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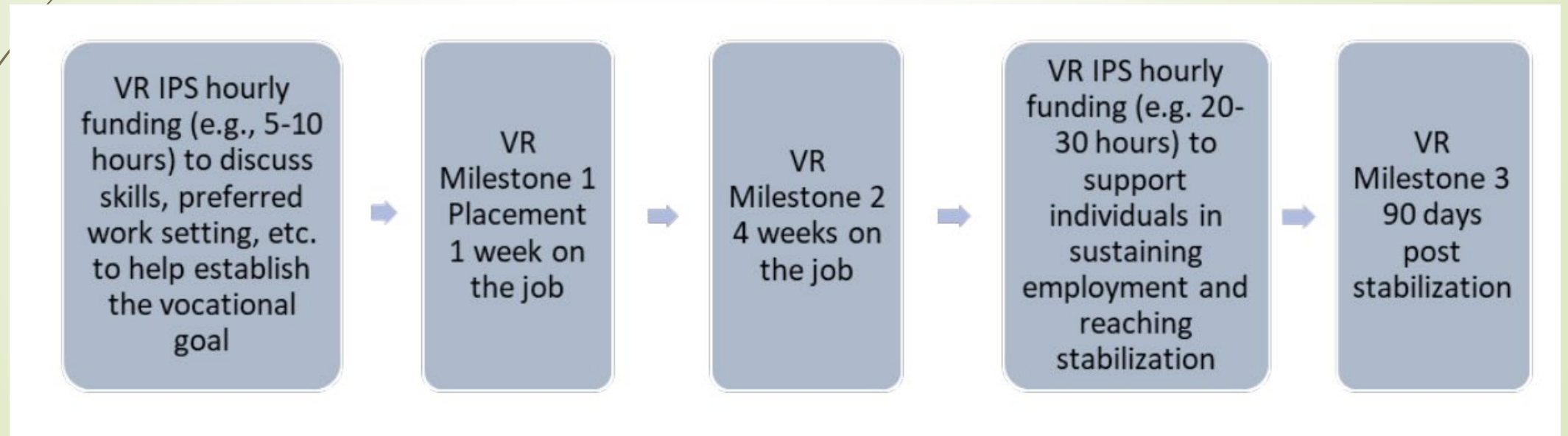


PROJECT REQUIREMENTS: Eligibility

- CMHC Letter of Commitment – competitive employment is part of recovery
- Employ at least one full time equivalent Employment Specialist
- Employment Specialist spends at least 65% of time in community
- Capacity of CMHC to submit monthly reports with claims
- Written commitment of annual IPS fidelity review
- Eligible participants must have serious mental illness per funding source requirement
- Written commitment to meeting with the DMHA/VR State leadership staff on at least a quarterly basis to provide updates.

PROJECT REQUIREMENT: VR Payment

- VR will fund employment services with a combination of milestone payments and hourly IPS service funding.
- Milestone service definitions, documentation requirements, service codes, and rates are outlined in the *Indiana VR Manual of Employment Services*



PROJECT REQUIREMENTS: Payment Structure

- The IPS payment structure differs from traditional VR services in the following ways:
 - No period for discovery, rather a Career Profile is developed
 - The Career Profile can be billed to VR for VR eligible participants **or** through MRO funding if conducted prior to VR application and eligibility
 - IPS hourly services billing to VR is paid at a higher rate than traditional hourly VR services (\$70/hour instead of \$50/hour)

PROJECT REQUIREMENTS: Funding Guidance

- ▶ IPS services are billed through a braided and sequenced approach
 - ▶ There is no single funding source for the provision of IPS
- ▶ Awardees will be provided a revised IPS funding guidance document by January, 2024.
 - ▶ This document serves to provide guidance regarding the types of services to support employment for which MRO funding may be used, and the employment services for which VR funding may be used.
 - ▶ Depending upon the services the person with a mental health diagnosis might be eligible for, funding configurations could include:
 - ▶ MRO may be the only funding source for IPS services
 - ▶ VR may be the only funding source for IPS
 - ▶ Both MRO and VR could be funding sources

IMPORTANT NOTE : The same individual service CANNOT be paid for by both MRO and VR a.k.a. 'double dipping'

PROJECT REQUIREMENTS: IPS Core Principles

Project **MUST** Follow IPS Core Principles

- Competitive Employment
- Systematic Job Development
- Rapid Job Search
- Integrated Services
- Benefits Planning
- Zero Exclusion
- Time-Unlimited Supports
- Worker Preferences



SUBMISSION REQUIREMENTS ELIGIBILITY

- Be certified as an Indiana CMHC
- CMHC is an approved VR services provider for the provision of employment services

OR

provides written assurance that CMHC will register to become a VR provider of employment services within forty-five (45) days after notice of award

- Commitment to zero exclusions to IPS for persons with SMI

IMPORTANT DATES

- **Written Proposals** - shall be submitted to the eCivis web portal no later than **11:59pm EST October 2, 2023**
 - DMHA strongly recommends that applicants submit applications on eCivis in advance of the due date.
- All portions of the proposal are **entered into the eCivis platform.**
- Applicants will need to enter the following information:
 - State budget category: enter “Health and Human Services.”
 - State legislative district of applicant
 - State legislative district impacted by project.
 - Congressional legislative district
 - Congressional legislative district impacted by project.
 - Bidder number
 - Supplier/vendor ID



IMPORTANT DATES

QUESTIONS REGARDING THIS RFF

- ▶ Questions regarding this RFF must be submitted via e-mail to **Katherine Heger** no later than **4:30 p.m. EST on August 25, 2023**
- ▶ Questions received after 4:30p.m. EST will not be included on the Q&A form posted on the website and may not be answered timely, if at all
- ▶ **Email subject line** for questions must be: Questions for RFF# 2023-015
- ▶ Questions received by the due date **will be answered by September 8, 2023**, and posted to the DMHA funding webpage (<https://www.in.gov/fssa/dmha/funding-information/>)
- ▶ Questions and inquires must be directed to **ONLY** Katherine Heger at **Katherine.heger@fssa.in.gov**
 - ▶ Failure to follow this expectation disqualifies the application from this RFF.



IMPORTANT DATES RFF TIMELINE

- **RFF Released:** August 1, 2023
- **Informational Webinar:** August 9, 2023, at 2:00pm EST RFF
- **Questions Due:** August 25, 2023
- **RFF Answers Posted to DMHA Funding Website:**
September 8, 2023
- **RFF Proposal Submissions Due on eCivis:** October 2, 2023
- **Notify Applicants of Award Determination:** October 13, 2023



IMPORTANT DATES PROJECT TIMELINE/ FUNDING

Project starts: January 1, 2024

Project ends: December 31, 2025

- Funding is from the Mental Health Block Grant
- Each awarded agency will receive up to \$160,000 for two (2) years of funding
- The DMHA and VR are seeking up to two (2) grantees

IMPORTANT NOTE: RFF contains specific information on indirect costs and non-authorized activities. Review carefully



PROPOSAL CONTENT SCORING CRITERIA

- Eligibility [pass/fail]
- Extent of Need [8 points]
- Population Served [16 points]
- Plan of Operation [40 points]
- Applicant Experience and Key Personnel [12 points]
- Budget Template and Cost Effectiveness [12 points]
- Sustainability of the Program [12 points]

IMPORTANT NOTE: Review sub-categories of each criterion carefully

DEFINITIONS: Competitive Employment

- **Competitive, Integrated Employment:** There are 3 required components that must be met to satisfy the definition of competitive, integrated employment:
 - competitive wages and access to employer-provided benefits
 - integrated setting
 - opportunities for advancement
- These three criteria are further detailed in the RFF
- The individual's placement must meet all criteria for VR to provide payment to a provider for the placement.

DEFINITIONS: Serious Mental Illness

Serious Mental Illness (SMI): persons above the age of 18 years who, at any time during a given year, had

- (1) a diagnosable mental, behavioral, or emotional disorder that met the criteria of the Diagnostic and Statistical Manual of Mental Disorders (DSM) and
 - (2) which has resulted in a functional impairment which substantially interferes with or limits one or more major life activities
- Adults who have met functional impairment criteria during the referenced year without the benefit of treatment or other support services are considered to have serious mental illness
 - DSM-III-R 'V' codes (or their equivalent), substance use disorders, and developmental disorders are excluded from this definition

BUDGET TEMPLATE

Sample Budget Template –

- Applicants may submit their own **budget narrative** in the format of their choosing.
- **Budget must include** staff salaries, fringe benefits, and other costs associated with supported employment programming
- A sample budget template is available and can be used to assist you in completing your proposal.
- Budget will be entered into the eCivis grant management system

IMPORTANT INFORMATION

- ▶ Review the 'Confidential Information' section carefully

Attachment

Attachment A: *Funding Guidance For Early Adopters Of Individual Placement And Support*

Resource: [The IPS Works Website](#)




VR Performance Incentive Payments:

Overview

► Objective

- Assist VR participants to maximize their employment potential
- Increase quality outcomes including career pathways
- Financial incentive to better support providers in achieving high quality outcomes
- Tiered incentive structure to recognize outcome meeting a single criteria as well as incentivize achievement of multiple criteria



VR Performance Incentive Payments: Benchmarks

Benchmark Goals

- ▶ Hourly wage
 - ▶ Benchmark: \$15.78
- ▶ Hours per week
 - ▶ 30 or more hours
- ▶ Health insurance benefits
 - ▶ Private insurance (employer)

Incentive Payment Levels

- ▶ Level 1 (any 1 benchmark)
 - ▶ \$226
- ▶ Level 2 (any 2 benchmarks)
 - ▶ \$791
- ▶ Level 3 (all 3 benchmarks)
 - ▶ \$1,356



Any Questions?





Thank You

