

# Skill Building & Supportive Employment

Presented by  
Lynn Roper,  
Supervisor

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**Community**

MENTAL HEALTH

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# Skill Building Assistance

- A service to assist an individual to learn about employability and/or to engage in meaningful activities such as school, work, and/or volunteering.
- Aimed at preparing an individual for paid or unpaid employment.
- Must be integrated in the community

# Possible Skills to be Achieved

- Self help
- Social Skills
- Attendance
- Task completion
- Problem solving
- Safety
- Transportation

- Services are meant to assist with acquisition, retention and improvement of out of home adaptive skills.
- Services must be furnished on a regularly scheduled basis (several hours a day, one or more days per week) as determined by the individual's plan of service.

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# Skill Building Activities – What does it look like?

# Difference between Community Living Supports (CLS) and Skill building (SK)

- SK is when the individual has a vocational/productivity goal and is being taught skills they will need to be a worker (paid or unpaid)
- CLS is when the individual is being taught skills to increase or maintain their personal self-sufficiency.
  - Possible areas of CLS service are meal preparation, laundry, household care, activities of daily living (e.g., bathing, eating, dressing, personal hygiene), socialization and relationship building, and/or participation in regular community activities and recreation opportunities.

# Discharge

- The individual has achieved their goals and objectives.
- Individual no longer wishes to participate.
- Medicaid requires demonstrated progress toward their goals and objectives therefore if the individual is not increasing skills other services may be explored to assist them.
- Medicaid states if the individual is receiving services from Michigan Rehabilitation Services or the Bureau of Services for Blind Persons they can not receive SK services.

# Supportive Employment

- Are supports that enable the individual to sustain paid work in an integrated setting.
- These supports can include:
  - Job Development
  - Job placement
  - Job coaching
  - Long term follow along services



# Customized Employment

- Is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both.
- It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer.
- A customized job is a set of tasks that differ from the employer's standard job descriptions but are based on tasks that are found within that workplace.
- Assures the provision of reasonable accommodations and supports necessary for the individual to perform the functions of a job is individually negotiated and developed.

# Difference between Supportive Employment (SE) and Skill building (SK)

- SK is when the individual has a goal to learn how to be a worker (paid or unpaid)
- SE is when the goal is to obtain or retain a job (paid).

# Discharge Criteria

- Has gained complete employment and maintained a job for over a period of time.
- No longer desires to participate in supportive employment.
- Medicaid requires demonstrated progress therefore if the individual is not increasing skills other services may be explored to assist them.

# How to obtain SK or SE Services

- During preplanning with the casemanager discuss the desire to participate in meaningful activities such as employment, volunteering or school.
- Casemanager will complete the Full Life Level of Care to determine level of services needed.
- Casemanager will make a referral for SK or SE.
- A SK/SE clinician will complete and evaluation to help narrow down your goals and objectives.
- At the time of the assessment it may be determined that you could be better served by another service.
- Once goals and objectives are established in the plan of service than services will begin.

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# Questions

# References

- Michigan Medicaid Provider Manual:  
<http://www.mdch.state.mi.us/dch-medicaid/manuals/MedicaidProviderManual.pdf>  
pages: 124 (SE) and 146 (SK)
- PIHP/CMHSP ENCOUNTER REPORTING  
[https://www.michigan.gov/documents/mdhhs/MHCodeChart\\_554443\\_7.pdf](https://www.michigan.gov/documents/mdhhs/MHCodeChart_554443_7.pdf)