

PERFORMANCE BASED CONTRACT MEASURES
Office of Substance Abuse and Mental Health Services (SAMHS)
Long Term Supported Employment
June 30, 2012 (Updated)

Purpose:

To establish a set of performance measures that can be used for contracts that provide Long Term Supported Employment in the Office of Substance Abuse and Mental Health Services.

Goal:

Measures proposed use ratio of LTSE hours to hours worked to determine appropriateness of job placement, use of effective job coaching strategies, and natural supports in the work environment as indicator for promoting job independence and self-sufficiency.

Why are the measures proposed important in assessing contractor performance?

Supported employment is an evidence-based practice to assist individuals to maintain employment in the community. One of the core principles is "Follow along supports are continuous and provided on a time-unlimited basis, allowing the individual to become as independent as possible at the place of employment."

The supported employment model includes the expectations that the Long Term Supported Employment (LTSE) provider assist the individual learn how to perform the job and also create natural supports both on and off the job to promote greater self-sufficiency on the job.

Source:

Dartmouth Supported Employment EBP Resource Manual <http://store.samhsa.gov/product/Supported-Employment-Evidence-Based-Practices-EBP-Kit/SMA08-4365>

Standards/Strategies:

Strategies will be individualized to each employee and their job; they may include, but are not limited to:

- Functional assessment of the employee
- Job task analysis and planning

- Identification of necessary accommodations, if any
- Job support plan, including development of natural supports and fading of job coaching
- On site job training.
- Job coaching to facilitate communication and model behaviors
- Consultation with employer

Performance Based Contract Measures:

- 90% of individuals receiving LTSE will have a ratio of LTSE service hours to hours worked of 25% or less during the reported quarter.

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