

Using Fidelity Assessment for Payment for EBPs

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Genesis of SE in Maryland

- Long-standing collaborative partnership with Mental Hygiene Administration (MHA) and DORS (Division of Rehabilitation Services) which demonstrates the shared vision and central value of employment for individuals with Serious Mental Illness (SMI).
- Memorandum of Understanding (MOU) for Supported Employment (SE) between MHA and DORS for 20 years, which outlines joint funding of SE.

Critical Policy Catalysts

- MHA mandate of referral to DORS for SE, which leverages DORS funding for Public Mental Health System (PMHS) consumers. (COMAR 10.21.28).
- MHA decision to direct SE funding exclusively to competitive, integrated employment and not agency-sponsored employment.
- MHA decision to establish rate structure based on achievement of EBP fidelity.
- Enhanced funding for EBP SE based on fidelity which is a proxy for outcomes.

Quality Improvement

- Two MHA fidelity assessors monitor fidelity to SE and two other EBPs annually.
- Receive training and technical assistance through a MHA approved training program and demonstrate required competencies and fidelity to EBP—SE model.
- Meet or exceed state-established fidelity threshold on annual fidelity assessments to retain eligibility to bill the EBP rate for SE; all other SE programs may bill the standard rate.
- Differential rates: \$104 per consumer per month for unemployed consumer; \$182 pp pm for employed person
- ACT differential: \$333 pp pm