



Community Work Experience (CWEP)

Program Description

Revised: February 2008

Introduction

The Community Work Experience (CWEP) program is a collaborative effort between Michigan Department of Career Development-Rehabilitation Services (MDCD-RS), Community Mental Health (CMH) and Peckham, Inc., designed to assist and support individuals with serious, persistent mental illness in finding, obtaining and maintaining employment in their local communities. MDCD-RS and CMH provide funding for CWEP. Funding from MDCD-RS is paid directly to Peckham for services provided.

CMH matches the amount of funding provided by MDCD-RS and the funds are used to provide services that assist clients in reaching their vocational goals.

The goal of CWEP is to offer effective and efficient vocational rehabilitation services within the context of the community and to encourage each participant's potential for long-term employment. CWEP participants are generally involved in the program for 15 months. The first three months consist of intensive interaction between the CWEP Employment Specialist and the participant.

The remaining twelve months are a maintenance period during which a minimum of six contacts are made between CWEP team members and the participant.

Program Entrance Criteria

- Have a serious, persistent mental illness as a primary diagnosed disability
- Currently receiving services or are eligible to receive services from CMH and/ or MDCD-RS
- Are referred to the program by CMH and/ or MDCD-RS
- Provide proof of documented disability
- Have a case manager with whom he/she regularly meets
- Be substance abuse free
- Agree to follow the general guidelines of Peckham
- Be eligible to work in the United States

Program Elements

Multi-Service Approach

The Community Work Experience Program uses a multi-service approach to serve between 10 and 16 active clients.

It offers these clients and community employers a unique opportunity to work together toward employment that will be mutually beneficial. The goal of this process is long-term, adjusted and integrated employment maintained by a supportive system. Peckham, community employers, MDCD-RS, and CMH work together to accomplish this program goal.

- Team meetings as needed with the participation of employee, employer, Employment Specialist, MRS and CMH
- Follow-up services for participant and employer for one year after active status services are completed.

Services Provided by Peckham

- Job development and placement
- Daily to weekly direct contact between client and the CWEP Employment Specialist to address job related goals and/or concerns
- Job coaching on an as-needed basis
- Consultation at the job site on a weekly or as-needed basis to monitor progress and address problem areas with the client and the employer
- Crisis intervention upon the request of the employer to address job jeopardizing issues at any time
- Communication with MDCD-RS and CMH on a weekly basis to report progress and communicate client needs

Services Provided by Community Employers

- Full or part-time positions in job areas such as, but not limited to, clerical, food service, custodial and production
- Wage as appropriate to the job level and the same benefits received by other company employees
- Structured employee training as given to other employees in the company

Services Provided by Michigan Department of Career Development-Rehabilitation Services

- Assignment of sufficient, qualified staff to program

- Funding of services identified in the Individual Written Rehabilitation Plans for clients served in the program and funding provided at the agreed upon rate
- Assessment of referrals and determination of their eligibility in a timely manner
- Work with other members of CWEP team in reaching the goals of the participant
- Staff feedback and participation at meetings
- Provide support to clients in program through individual contact as well as Charter House participation and job coaching as needed
- Provide support, appropriate referrals and opportunities for program participants to enhance and/or learn new skills through education and training programs
- Continued case management services which include, but are not limited to, counseling, problem solving, coordination with other agencies, help with daily living skills and monitoring of medication

Services Provided by Community Mental Health

- Match funds to MDCCD-RS to fund program
- Provide qualified staff to work with the program
- Supply steady flow of appropriate referrals to MDCCD-RS and Peckham, Inc.
- Prepare clients through personal adjustment training and work experience
- Provide clients with assistance in resume writing, interviewing skills and other job seeking skills prior to referring to program

Program Process

Referrals

Community Mental Health and Michigan Department of Career Development-Rehabilitation Services provide the Community Work Experience program with appropriate referrals.

Orientation

Because each participant in the program has different needs, orientation is done individually during intake.

Note: Other guidelines incorporated in the program are:

*Standards of Operation for All Programs
Peckham Handbook
EDS Handbook Supplement*

Person Centered Plan and Process

Individual vocational plans are developed with the participant based on their vocational goals, work history and challenges. Plans are developed within two weeks after intake.



Progress Review and Feedback

Clients receive feedback at least weekly for the first three months of the program, monthly during the next four months, and at least three times during the remaining eight months. Progress reviews are performed after three months and a decision is made whether the client is ready for transfer into maintenance status or requires an extended amount of time in active status.