

NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

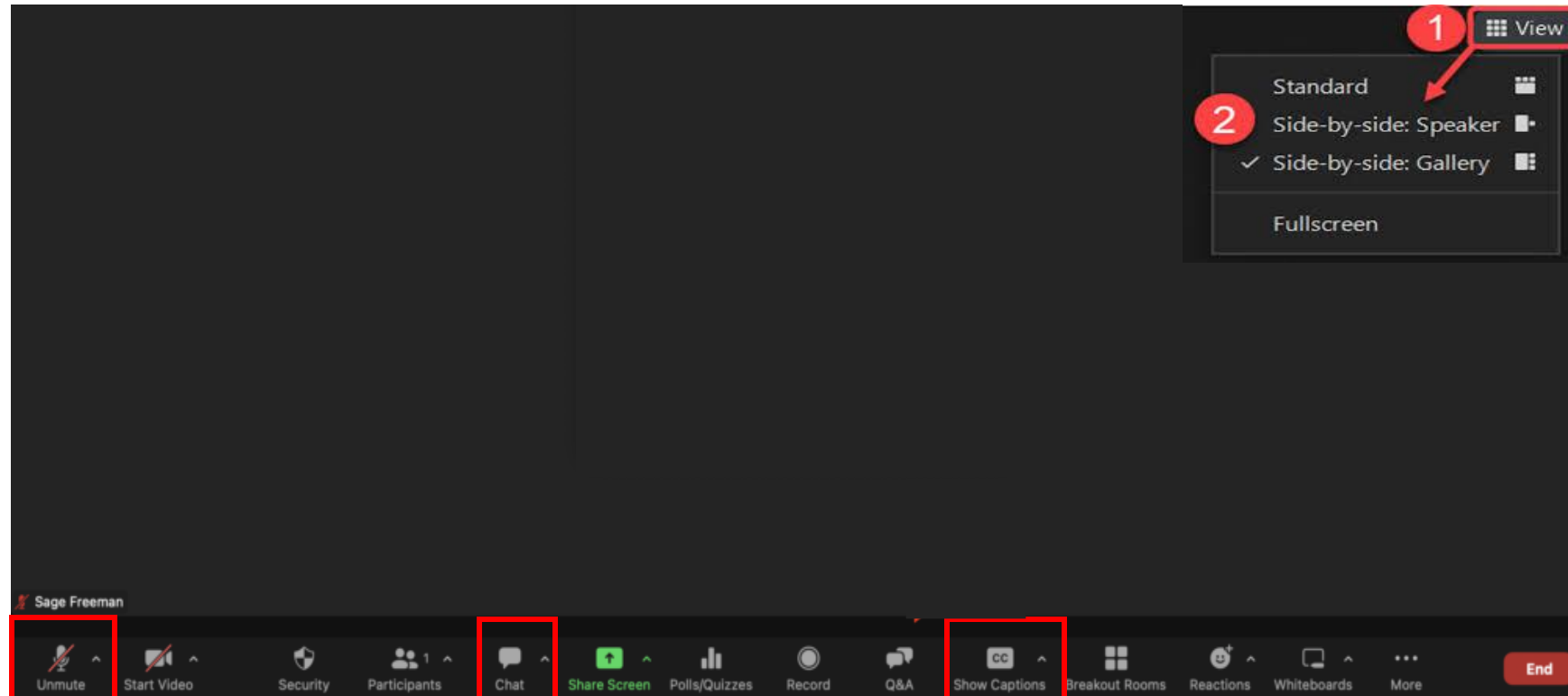
Inclusion Works Community Advisory Committee Meeting

We'll get started in a few minutes.
Please mute your microphone

April 15, 2025



Housekeeping



To adjust video layout:
1) Select the "View" feature located in the top-right hand corner of your screen and 2) select the option that best works for you

Mute your microphone for the duration of the call unless you are speaking or asking questions

Questions can be submitted during the presentation using the chat feature – please write your name and organization

Closed-Captioning options are available: Select "Closed/Show Captions"

Guidelines for Dialogue:

- Ensure your First and Last name are visible in your Zoom name
- Leave video on if possible
- Keep Zoom audio on mute unless speaking
- For questions:
 - Type them in chat
 - Save for Q&A at the end
 - Raise Hand and wait until you are recognized by host

Welcome

Introductions



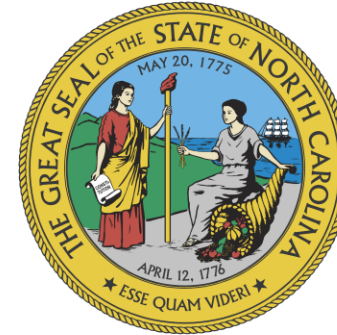
Claire Colligan, MS, LCMHC, LCAS, CCS
I/DD Employment Lead, I/DD, TBI, & Olmstead
DMHDDSUS



Adrienne Kittle
Program Specialist for I/DD
NC EIPD



Yolanda Perkins, EdS
Implementation Specialist
UNC Chapel Hill & Work Together NC



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Work Together NC
Possibility to Opportunity

Agenda

- **Welcome**
- **Advisory Committee Details**
- **Inclusion Works Strategic Plan**
- **Employment Assessments**
- **New Resources to Support CIE**
- **Inclusion Works Outreach**
- **Provider Information**
- **Q & A**



Purpose Statement:

To provide a forum for individuals with lived experience, family members, providers, and advocates to share their thoughts, perspectives, and opinions about the Inclusion Works Program. NCDHHS will share key updates about Inclusion Works and gather feedback on the implementation of program activities.

Advisory Committee Details

Advisory Committee Schedule

3rd Tuesday every 3 months (quarterly) at 11:00am

For future meetings, we are considering hosting meeting after typical “work” hours

The Advisory Committee has been UPDATED! Future meetings will allow opportunity to update and track progress on the Inclusion Works Strategic Plan goals and objectives.

2025 Meetings:

| |
|--------------------------|
| April 15 th |
| July 15 th |
| October 21 st |

Reminders:

- RSVP to Calendar Invitations
- Come prepared with questions and ideas about the Inclusion Works program
- Reach out to Claire.Colligan@dhhs.nc.gov if you know other individuals who would like to participate in Advisory Committee

If there is a specific topic you would like NCDHHS to cover during the Advisory Committee, please reach out to Claire Colligan (Claire.Colligan@dhhs.nc.gov) and we will add it to the agenda for April 15th Meeting

Inclusion Works Strategic Plan



Strategic Plan for CIE

The Strategic Plan outlines the vision for improving CIE opportunities and outcomes in North Carolina.

Inclusion Works is finalizing a new Strategic Plan for Competitive Integrated Employment (CIE) in North Carolina.

This document established **Goals and Objectives** for NCDHHS to expand CIE opportunities for individuals with I/DD and set specific **Strategies** to meet those desired outcomes.

Key Features of Strategic Plan:

- Informed by community feedback
- Incorporates analysis from Landscape Study responses
- Focus on expanding opportunities and removing barriers to employment

Once finalized, the Strategic Plan for CIE will be posted for Public Comment



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Inclusion Works Strategic Plan

Competitive Integrated Employment in NC

2025-2030

Expanding **Competitive Integrated Employment**

Opportunities for People with I/DD

April 2025

Developing the Strategic Plan

01

Landscape Assessment

02

Advisory Committee Feedback

03

Input from DHHS

04

Future Chances for Input

- Public Comment
- Advisory Committee to offer guidance on implementation



Strategic Plan Projected Timeline

Strategic Plan
Published **6/16**

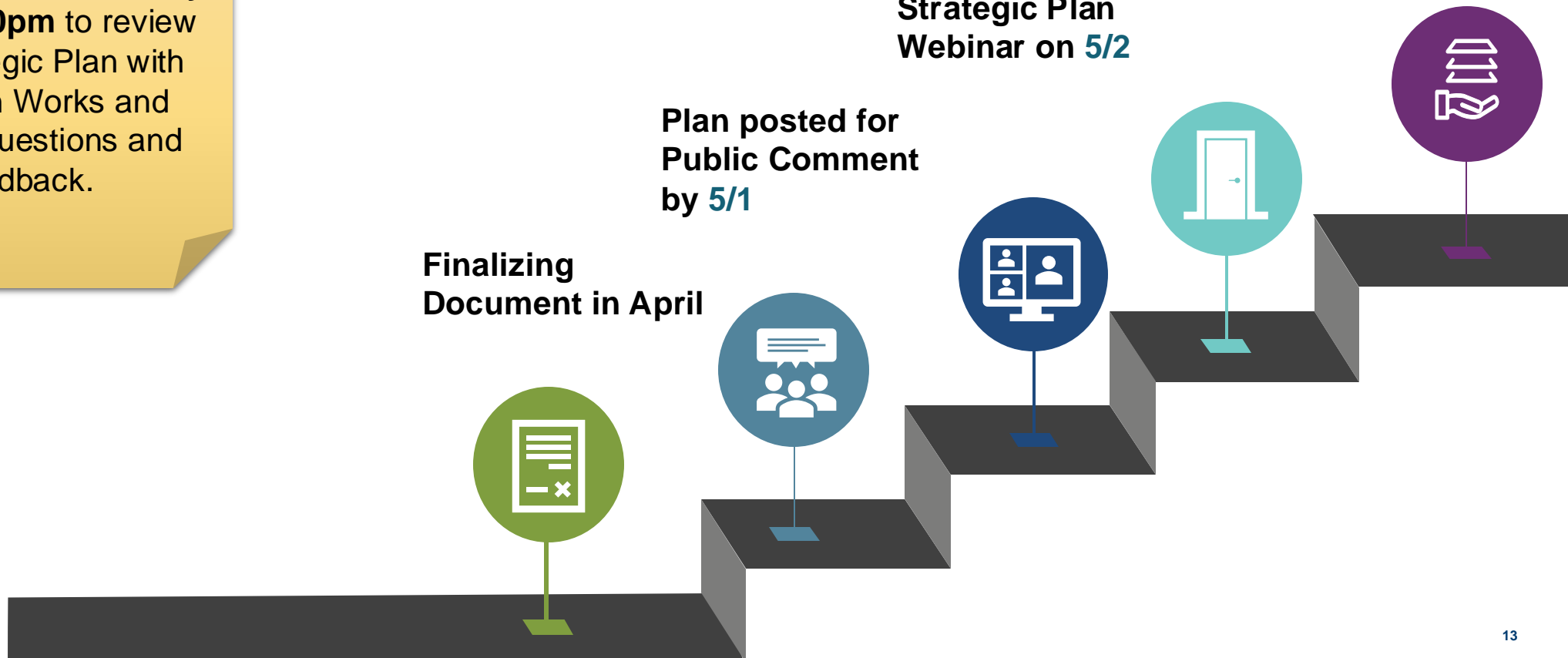
Closing Public
Comment by **6/1**

Join the Webinar on **May 2nd at 2:00pm** to review the Strategic Plan with Inclusion Works and provide questions and feedback.

Strategic Plan
Webinar on **5/2**

Plan posted for
Public Comment
by **5/1**

Finalizing
Document in April



Five Core Inclusion Works Goals

The Inclusion Works Strategic Plan is organized by outlining the **Goals, Objectives, and Strategies** that DHHS will employ to increase Competitive Integrated Employment for people with I/DD.



**Informed
Choice**



**Quality I/DD
Services**



**Community
Outreach**



**Workforce
Development**



**Employer
Connection**

Employment Assessments

Employment Assessments – Provider landscape

Work Together NC Team has begun traveling to conduct in-person Employment Assessments at Provider Locations

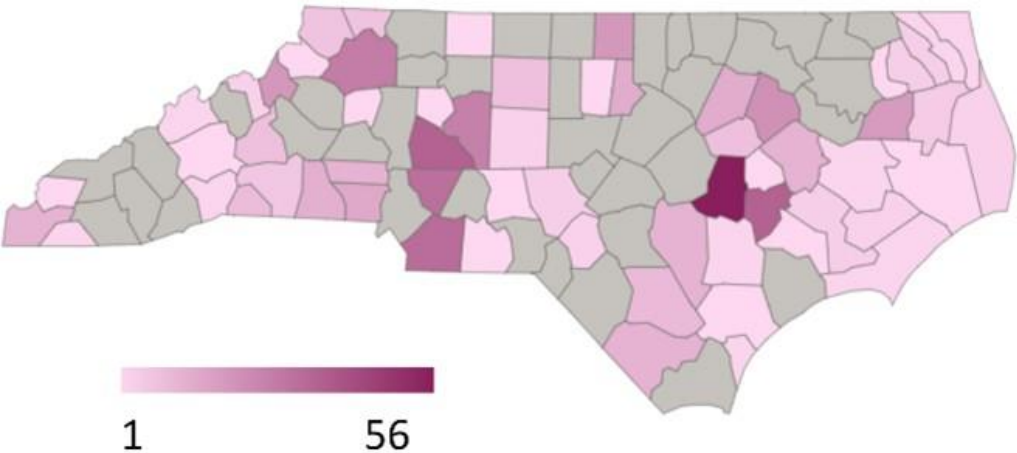
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Individuals working in non-CIE jobs at Provider Sites

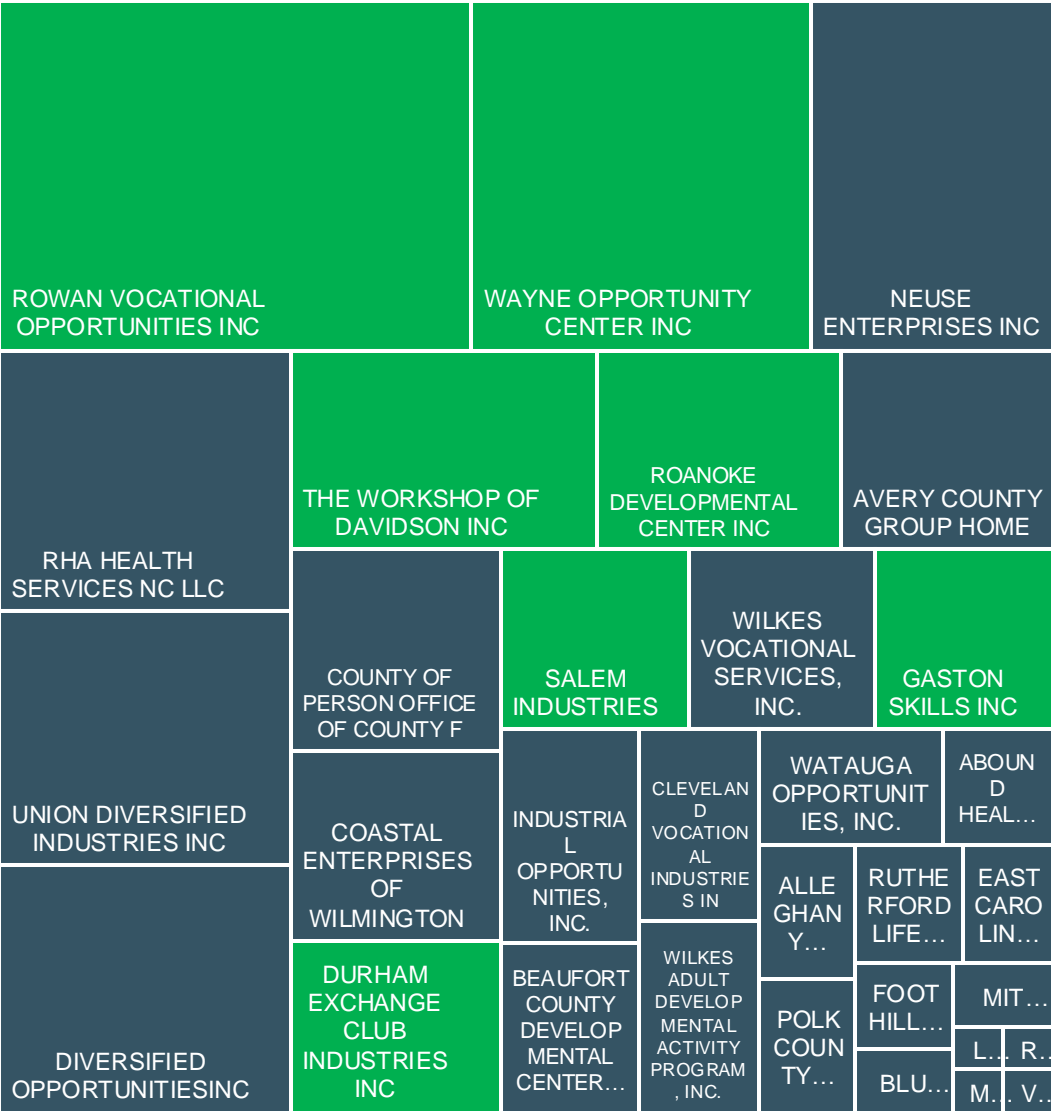
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Unique Provider Sites

Individuals Employed in Non-CIE Jobs:



Provider Landscape



Site visit completed Site visit scheduled Not scheduled

Tile size corresponds to # eligible members

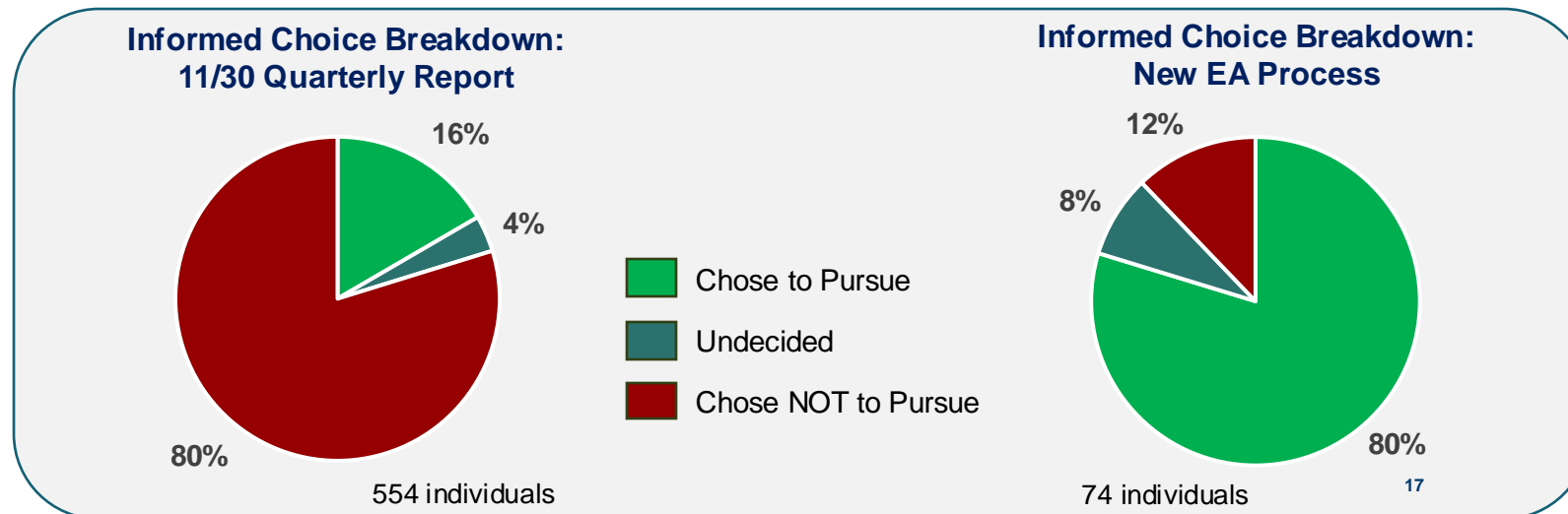


Work Together NC has completed the Employment Assessments at 7 Provider Locations and recorded the individuals' **Informed Decision** on their employment options

7 Provider Appointments Completed

74 Employment Assessments Completed (Informed Choice results shown below)

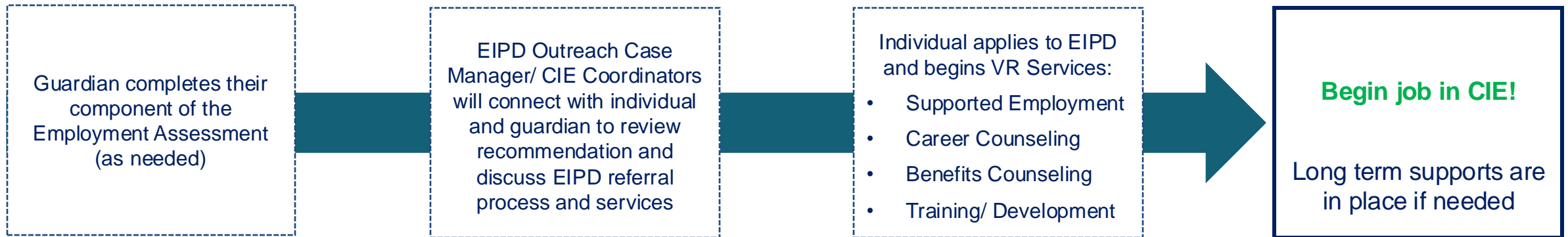
- **Preliminary Career Development Plan** created for individuals interested in CIE
- The **reason for declining CIE** was recorded for individuals not interested in CIE
- **Guardian component** of Employment Assessments are in progress



Employment Assessment – Next Steps

We are working to ensure individuals are supported with the right resources in a timely manner to continue path to CIE.

Next Steps for individuals **interested in CIE** following Employment Assessments:



New Resources to Support CIE

EIPD CIE Outreach Team

EIPD has begun to stand up a new team composed of CIE Outreach Case Managers (OCM) to inform and support individuals who wish to move from non-CIE to CIE.



What is the purpose of this CIE Outreach team?



This team was formed specifically to meet the needs of workers with I/DD in NC who work in non-CIE settings

These workers often require additional information and support to assist them in accessing VR services to achieve competitive integrated employment, if desired.

CIE Outreach Case Managers are here to inform and support those with I/DD considering or seeking CIE!



CIE Outreach Team Success



The CIE Outreach Team Goal is to inform/support the client and appropriate guardian/family/supports to participate in the EIPD VR Program & all needed resources to support the goal to achieve CIE

➤ ***Team Goals & Responsibilities***

- Be present to assist at WIOA Required 511 Counseling Sessions
- Work closely with WTNC to assist non-CIE workers and conduct direct outreach in the disability community
- As directed, contact others with I/DD who may be contemplating or seeking non-CIE to inform them of supports available for CIE
- Work closely with individuals with a disability and guardians/family/supports to help them access VR services and needed resources and supports
- Work with VR staff, WTNC, DMH, Medicaid and others to achieve these goals

➤ **Final CIE Outreach Team Success is documented when the client becomes a VR client with an active IPE**

Inclusion Works Outreach

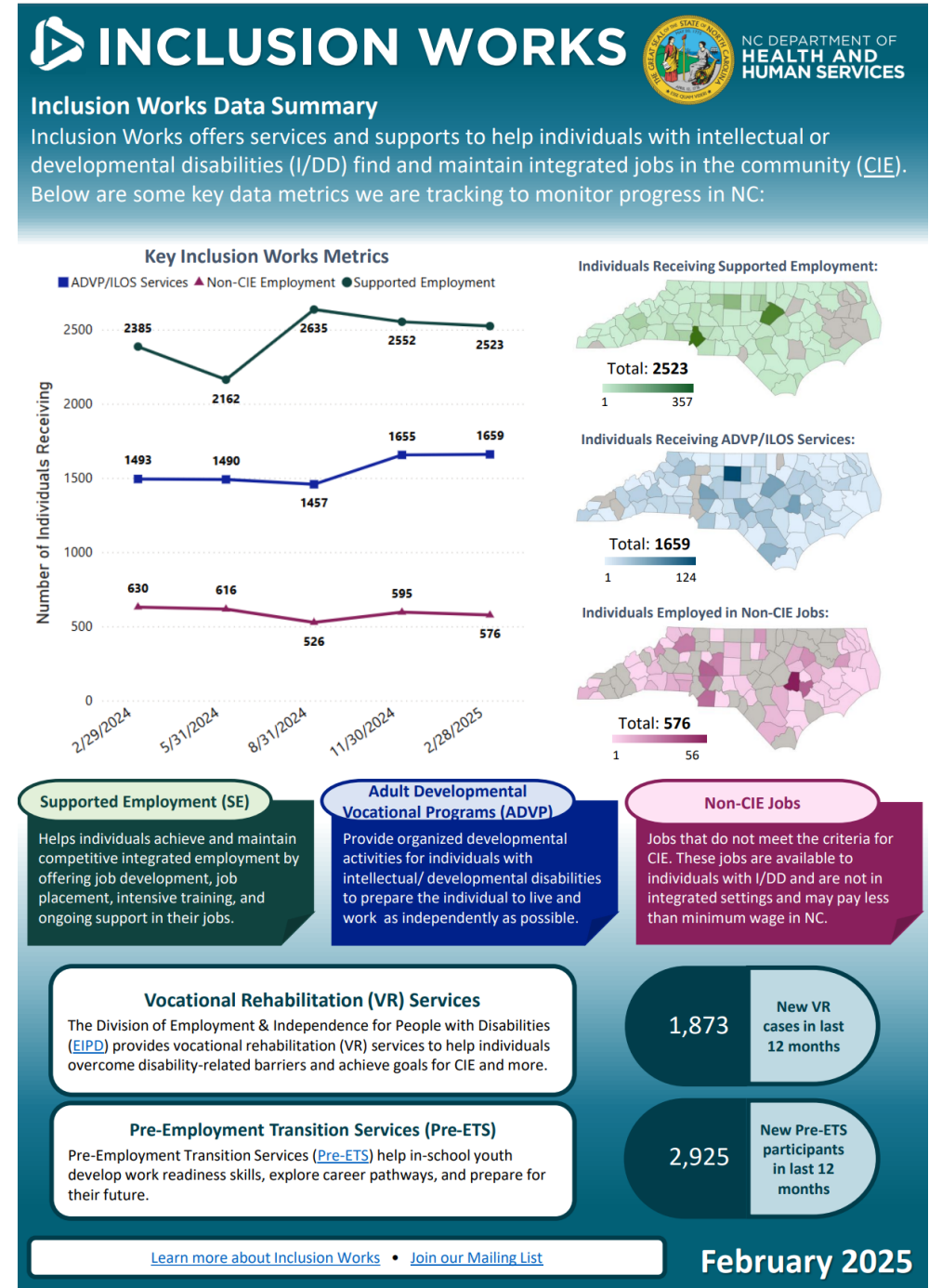


New Data Summary Webpage for Inclusion Works

We are excited to share some key metrics and data visualizations for Inclusion Works on the new [Inclusion Works Data Summary webpage](#). The data shows enrollment counts for employment services for individuals with I/DD, geographical differences across the state, and trends over time.

This data is used to understand the current employment landscape across North Carolina and support individuals to achieve CIE. This webpage will be updated periodically with the latest data.

This information is also available in an Infographic PDF: [Inclusion Works Data Summary Infographic](#)



New Bilingual tools about 1915(i) Services

DHHS has launched the updated webpage, with tools in English and Spanish, to help inform communities about 1915(i) home and community-based services, including what services are offered, who is eligible and how to access these services:

An additional updated 1915(i) website, which provides important information about 1915(i) in plain language, is also available at:

Download the toolkit



Medicaid.nc.gov/1915i



NC Medicaid 1915(i) Services

**Get support
at home or in
your community**

NC Medicaid 1915(i) services are for people with mental health conditions, substance use disorders, intellectual or developmental disabilities or traumatic brain injuries.

1915(i) services include:

-  **Help with daily activities**, like bathing or eating
-  **Job coaching** to find a job that is right for you
-  **Breaks** for you and your caregivers
-  **Help with costs** for moving to your own home
-  **Support for building skills**, like self-help and problem solving skills

Ask your NC Medicaid health plan about "1915(i) services."

Call the number listed on your health plan ID card.

Or call the NC Medicaid Ombudsman at 1-877-201-3750.

Learn more at medicaid.nc.gov/1915i

NC Department of Health and Human Services • NCDHHS is an equal opportunity employer and provider • 4/2025

Más información en medicaid.nc.gov/1915i-es.

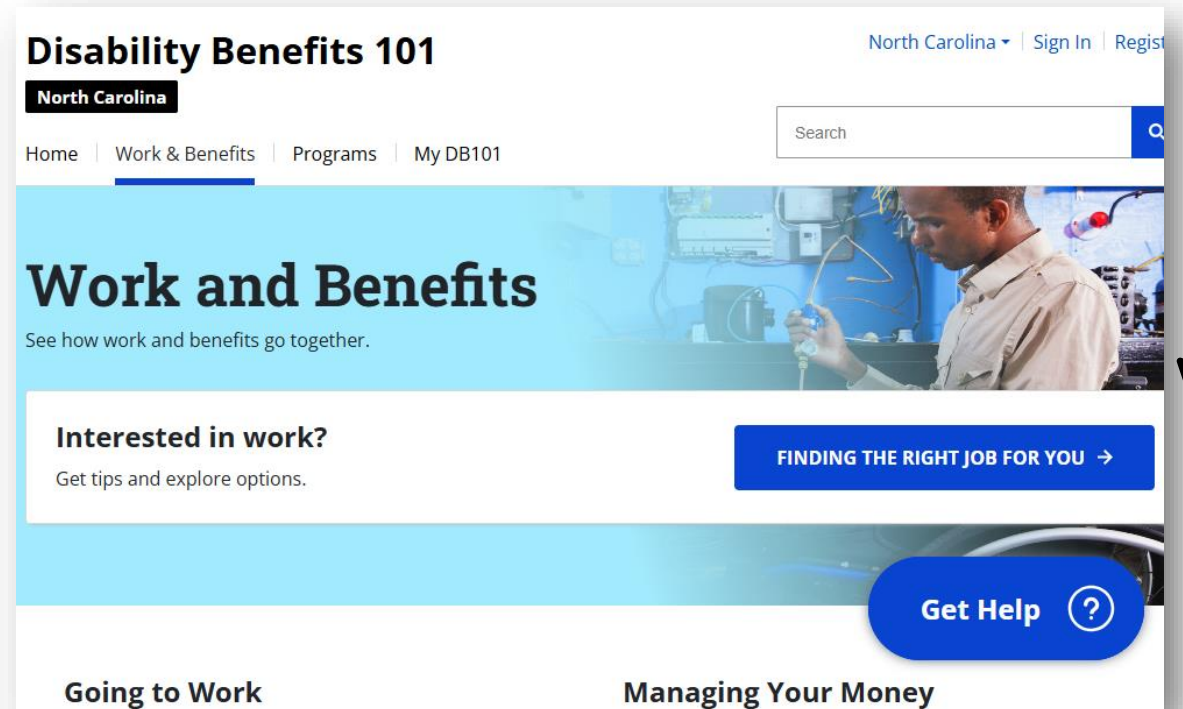
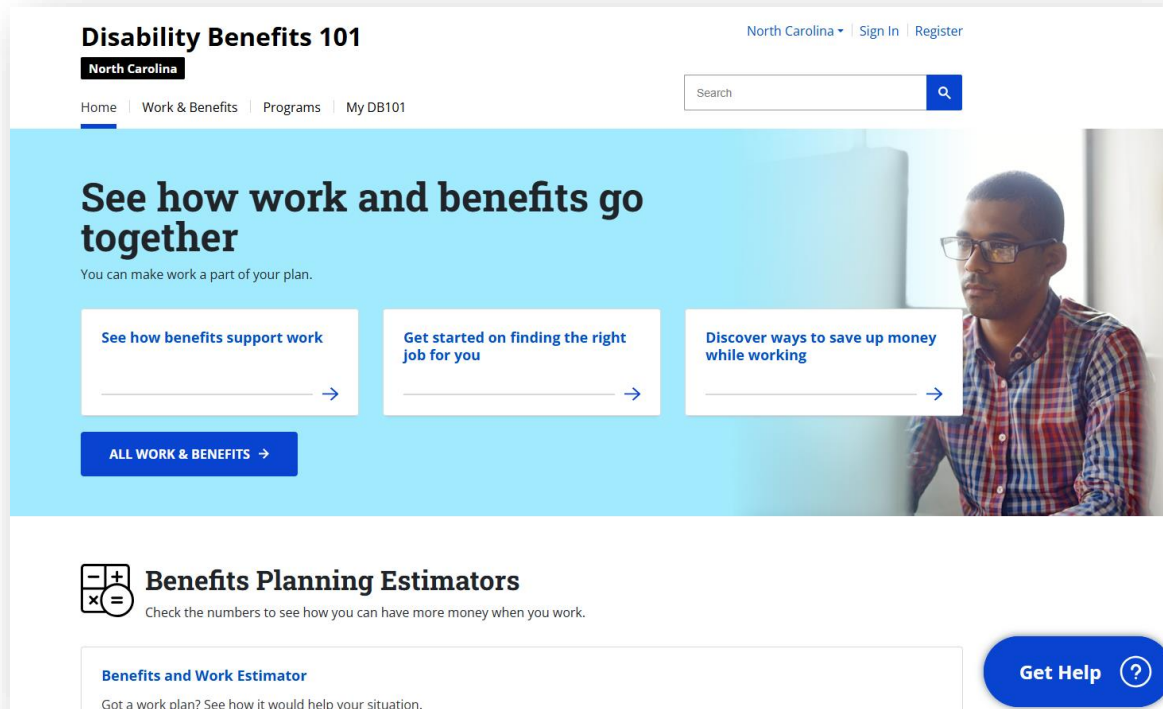
El Departamento de Salud y Servicios Humanos de Carolina del Norte (NCDHHS) es un proveedor y empleador que ofrece igualdad de oportunidades • 4/2025



Disability Benefits 101

Disability Benefits 101 (DB 101) is an online directory that helps individuals with disabilities understand how work, benefits, and health coverage interact based on their specific state.

- It provides information in plain language with simple tools to help dispel myths and reduce confusion around public benefits, earned income, health insurance, and more
- NC-specific DB101 site will go live in **May 2025**



Inclusion Works will be attending the following conferences:

- **NCARF** – May 1st
- **i2i (Insight to Innovation)** – June 10th -11th

Inclusion Works Lunch and Learn Webinars

- **LiNC-IT Internship Program** – April 16th
- **Inclusive Employer Panel** – June 18th



Stay involved with updates from Inclusion Works!

Register for our bi-monthly
[Lunch and Learns](#)



Visit the [Inclusion Works Website](#)



Join our [mailing list](#) and
receive community updates

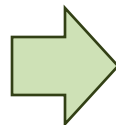


Visit the [Work Together NC Website](#)



Check out website for additional FAQ's

Visit the [Inclusion Works Website](#)



Directions:

- 1) Open the camera app on your phone to scan the QR code
- 2) Hold down the screen over the QR code you would like to access
- 3) Get transferred to web landing

Frequently Asked Questions

Employment Assessment Process

What is an Employment Assessment?



What is a Career Development Plan?



Why do individuals need to take an Employment Assessment?



Are they mandatory to take?



How long will an Employment Assessment take?



Where will Employment Assessments take place? Can they be virtual?



What is Competitive Integrated Employment (CIE)?



If you have additional questions, feel free to reach out to us via email!

- Claire.Colligan@dhhs.nc.gov
- worktogethernc@med.unc.edu

Provider Information

- **WISE Online Academy (WOA) 100 Course**

- Winter WOA 100 course completed.
- Spring WOA 100 course kicked off in April with a new cohort of Providers.



What to Expect:

- Dynamic instructors with direct customized employment experience
- Engaging sessions that empower you with tools to implement in your work TODAY
- Built-in networking and mentorship opportunities

Spring Series: April – June 2025

Completion of the 4-part course results in an ACRE Certificate of completion with a Customized Employment Emphasis.

Cost is free for North Carolina Providers

- **Work Incentive Practitioner Credential Program** – Cornell University (YTIOOnline)
- **Supporting Vision for Employment** – SELN e-Learning Course

YTIOOnline





Provider Innovation Program



Inclusion Works is partnering with Wise to develop the **Provider Innovation Program**.

Wise will lead **Provider Innovation Program** to work closely with Provider agencies to enact Business Practice Transformation.



Providers who participate will receive:

- Organizational Assessment
- Strategic Action Plan
- Personalized Training Content
- Ongoing Technical Assistance
- Financial incentives



Selected Providers will receive **financial incentive** for participating

Payments will be milestone-based for completing steps in the Program

Application will be available in May 2025



Q & A