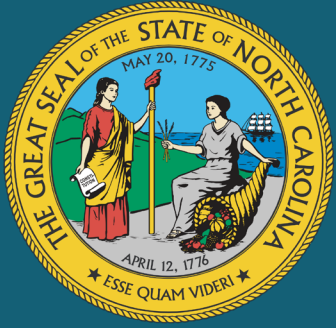




NC DEPARTMENT OF **HEALTH AND HUMAN SERVICES**

Inclusion Works Lunch & Learn Series

August 19, 2026

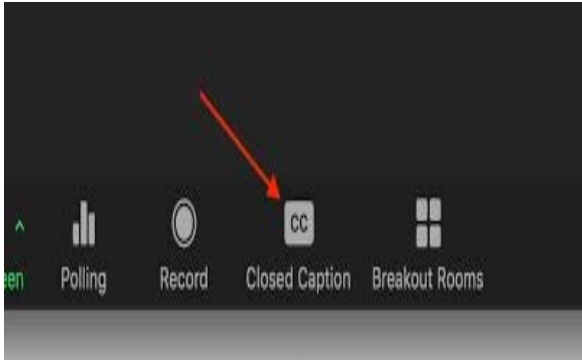


Housekeeping

- Reminders about the webinar technology:
 - Please make sure you are using a computer or smart phone connected to the internet, and the audio function is on, and the volume is turned up.
 - Please make sure your microphone is muted for the duration of the call unless you are speaking or asking questions.
 - Questions can be submitted any time during the presentation using the “Q&A” box located on your control panel, and we will answer as many questions as time allows after the presentation.



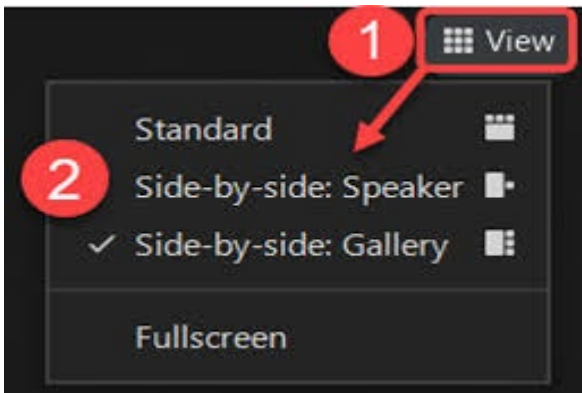
Housekeeping



- American Sign Language (ASL) Interpreters and Closed-Captioning
 - ASL Interpreters and Closed-Captioning options will be available for today's event.
 - For closed-captioning options select the "Closed Caption" feature located on your control panel.

Intérpretes en lengua de signos americana (ASL) y subtítulos:

Habrán intérpretes de ASL y opciones de subtítulos disponibles para el evento de hoy. Para opciones de subtítulos, seleccione la función "Subtítulos" ubicada en su panel de control.



- Adjusting Video Layout and Screen View
 - Select the "View" feature located in the top-right hand corner of your screen.

Agenda

1. Introductions
2. Provider Innovation Project Overview
3. OE Enterprises
4. Neuse Enterprises
5. Alleghany Group Homes
6. Vocational Opportunities of Cherokee
7. Q&A



Presenters



Claire Colligan LCMHC, LCAS, CCS
I/DD Employment Lead
DMHDDSUS, DHHS



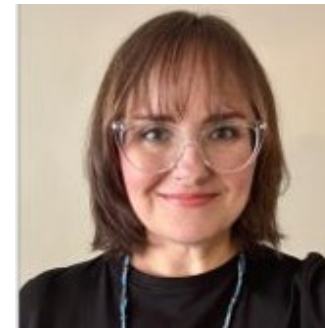
Amy Miller
Chief Executive Officer, *OE Enterprises, Inc.*



Zanelle Nichols, CNE, CDE, CNC
Executive Director, *Neuse Enterprises, Inc.*



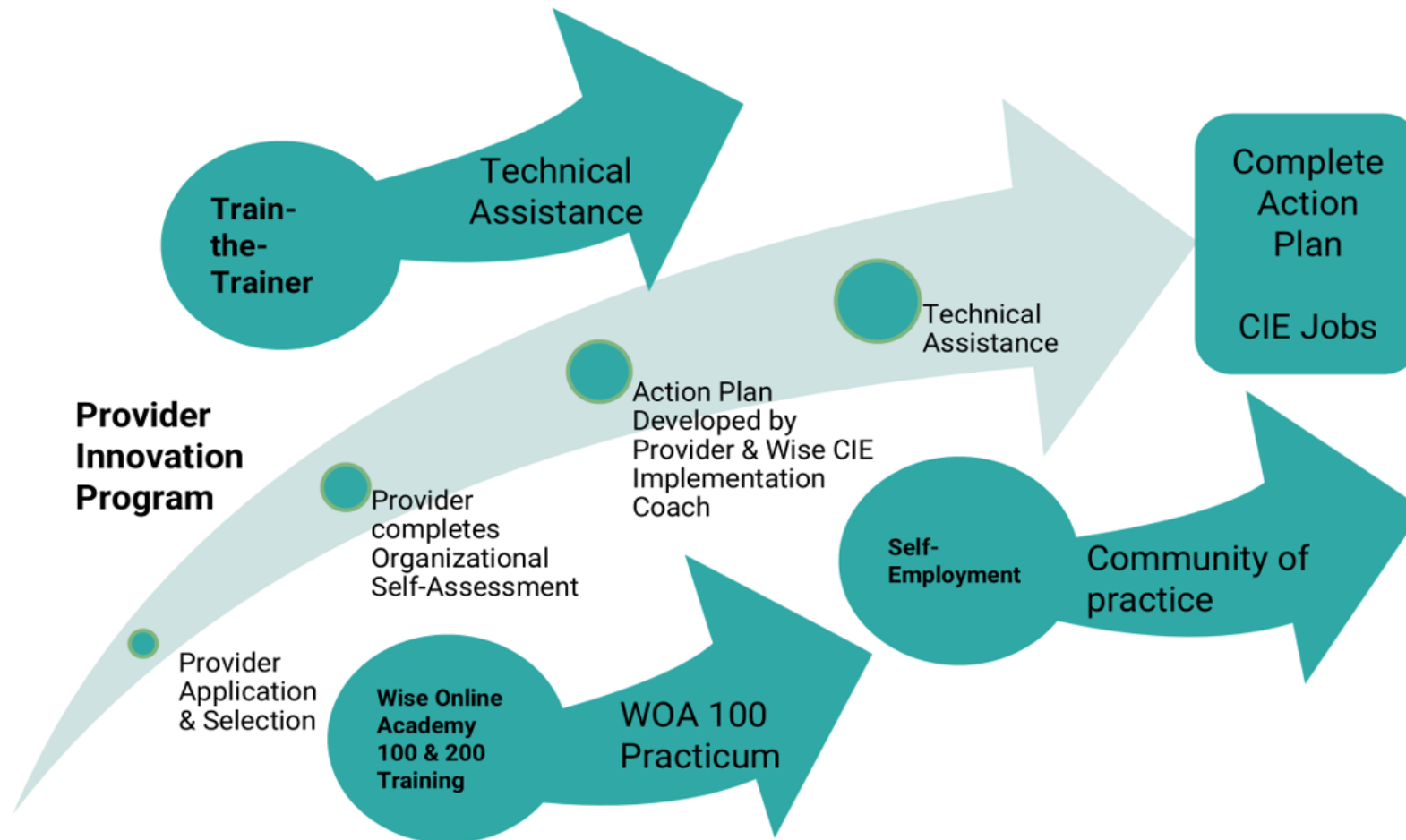
Kelaiya Davis, BAAS QP
Executive Director, *Alleghany County
Group Homes, Inc.*



Magda Sanders
Client Service Manager
Vocational Opportunities of Cherokee

Provider Innovation Project Overview

PROVIDER INNOVATION PROJECT OVERVIEW



OE Enterprises, Inc.



Who we are...

- Incorporated November 19, 1981 as Orange Industries; became a private nonprofit in 1987 and OE Enterprises in 2005. Headquartered in Hillsborough, NC
- Serving approximately 600+ individuals with disabilities annually across Orange, Alamance, Chatham, Randolph, Guilford, and Durham counties
- Providing Day supports, Community Networking, Transition Services, Employment Services, and employment opportunities
- Our Mission: To enhance the lives of individuals with disabilities through **ADVOCACY, EDUCATION, & EMPLOYMENT**

Excited for...



Increased
CIE Job
Placements



Increased
Community
Partnership



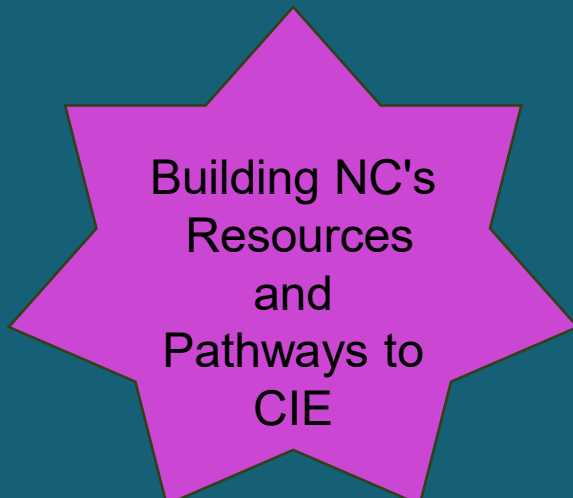
Increased
Self-
Determination



Authentic
Informed
Choice



Increased
Pay



Building NC's
Resources
and
Pathways to
CIE

Provider Innovation- How it's going...

52 CIE Assessments Completed	8 TTAP Assessments Completed	8 Individuals referred to EIPD
9 Meaningful Day Participant in CIE	Community Asset Mapping	Windmills Training
Wise 101	Benefits Counseling/ DB101	Increased Community Outreach
	Informed Choice Training for Staff	



Neuse Enterprises

Who We Are

- Established 1981, started services 1982. Located in Kinston, NC.
- Supported Employment, Work Adjustment Training, Adult Developmental Vocational Program, Psychosocial Rehabilitation, & Day Support
- EIPD, Trillium, Innovations Waiver Services, 1915i Services
- Currently supporting approximately 100 individuals across all programs offered



What Are We Excited About

- The future – as many other organizations we started out as a sheltered workshop
- We are now starting to have different conversations – talking about options and possibilities that were not discussed before
- Getting our name out and making connections in our community



Provider Innovation – How is it going

- It takes time to get people on board with the new direction, and vision.
- Focus on encouraging and empowering individuals to be independent.
- Several staff completed Wise 100, and we created a training path in WLC.
- Individuals are referred through EIPD, they are assessed for services. Individuals who may not meet the requirements for CIE services are referred to other programs within the facility, such as the ADVP or Day Support Services
- Our main goal for CIE is to help individuals obtain and maintain employment while improving their work readiness skills.
- During this program year, we currently have 11 individuals in SE or WAT employed throughout Lenoir County and they are working toward successful program closure, and approximately 20 individuals who have already successfully completed the SE or WAT program and are thriving in their workplaces.
- Had the opportunity to have 9 individuals complete CIE experience with Carolina Ice working on the Chilly Water line. One individual was hired by Carolina Ice.



Alleghany Group Homes

Who We Are

- Allegheny County Group Homes opened in 1984. Includes 2 group homes serving 9 total individuals and a day program that serves 17 total individuals.
- Current provided services include LTCS services, Innovations Waiver services including Group, Individual, and CLS services, newly added 1915(i) supported employment, and Life Skills program.
- ACGH strives to promote community engagement and community inclusion through community outings, participation in community events, and new employment beginnings.

<https://youtube.com/shorts/NDe7hqYXeEE?feature=share>



What We Are Excited About



New
Opportunities



Expanding our
knowledge



Making a
difference

<https://youtu.be/wc4K330qWKs>

Provider Innovation – How It's Going

Some things we have learned:

- A new perspective
- Community employment specifics as laid out in WISE trainings
- Approaches to community employment

Some things we have implemented:

- Employment optimism
- Community engagement
- Enrollment in services

Kelaiya D & Ashley B – completed WISE 100 ACRE Certified

Interest and employment assessments were very helpful in determining the type of employment to search for in individual cases

2 individuals started CIE jobs in July. 1 individual still working toward CIE job.



New Opportunities

- Christine started CIE job in July and is enjoying:
- Getting to know her co-workers.
- Getting out in the community.
- Feeling like part of a team.
- Already started her Christmas shopping with her earnings.



New Partnerships —

"We have truly enjoyed working with Christine and Linda. They have been a valuable addition to our team, providing meaningful support while consistently demonstrating positive attitudes and a strong willingness to help. It has also been a pleasure working alongside their support staff, whose professionalism and collaboration have made the partnership a great success! We sincerely appreciate the opportunity to work together and look forward to continuing this positive relationship."

-Joshua Baskey, CCM,CMCA
Assistant General Manager
Roaring Gap Club



What Else You Would Want To Add

We are very thankful for the opportunity to be a part of this project. This project has been transformative for our agency. The WISE trainings have been very helpful and informative as well as the milestone payments assisting with essential project functions such as transportation costs. After our participation in this project, we, as an agency, feel more prepared to assist our participants in obtaining gainful employment.

Vocational Opportunities of Cherokee



Introductions



Latonna Plummer, AAS, BBM, MCRA
Executive Director
Cherokee Tribal Vocational
Rehabilitation Services Project Director
Vice President of the Unto These Hills
Scholarship Fund



Sasha Jumper, MSW
Assistant Director
Cherokee Tribal Vocational Rehabilitation
Services Manager



Magdalena Sanders, MA
Client Services Manager/QP
Vocational Evaluator

Who we are

- VOC is a private, NC non-profit corporation governed by a Board of Directors and is an entity of the Eastern Band of Cherokee Indians.
- VOC was established in 1973 to provide vocational rehabilitation services to all members of the Eastern Band of Cherokee Indians.
- In 1985, services were extended to all people in Jackson and Swain counties.
- In 2000, services were expanded to provide work opportunities to adults with barriers to employment.
- Many of our staff are Native American or parents of Native Children, which brings an added level of understanding and cultural awareness to the way we serve our community.
- While much of the clients we work with are Native American, we also support individuals from a wide range of backgrounds.

Client Services offered:

- Community Integration: Long-Term Community Supports (LTCS) and 1915(i) Waiver – Community Living and Supports
- Vocational Training - Supported Employment - Job Coaching Supports: 1915(I) Waiver – Supported Employment, Long-Term Community Supports (LTCS), Cherokee Tribal Vocational Rehabilitation Services referrals
- Vocational Evaluation

*Other services: Business Contract Services, Cherokee Works (Staffing Services), partnership with CTVRS



What We Are Excited About

•Growing Employment Opportunities

- Stronger CIE Focus
- Expanded Opportunities through awareness, visibility, advocacy, outreach
- Individualized pathways (customized based on interests, abilities, and values, self-employment, or internships)

•Building Community Partnerships

- Inclusive Hiring workshops for employers (a collaboration project between VOC and EBCI PHHS QI, supported by the UNC graduate students)
- Member of the CIHA I/DD and Autism Project Steering Committee and several other subcommittees (Project's main goal: bringing meaningful services for tribal members with I/DD)
- Organization or participation in community-wide events (vendors, presenters, or volunteers)
- Inclusion Works Employment Assessments

•Strengthening Our Team

- Continued Learning with WISE
- Coaching and Mentorship
- Staff Confidence Growth



Provider Innovation – How it is going

Training Progress - completed courses:

- WOA 100 (3)
- WOA 200 (1)
- Self-Employment course with WISE (1)
- Plan to Placement (1)
- All DSPs participate in WLC offerings (like 30, 60, 90-Day Onboarding Learning Paths)

Putting Learning Into Practice:

- More employment-focused conversations
- Stronger individualized planning
- Increased employer outreach
- Benefits counseling
- National Website Portfolio Pilot Project Advisory Board (1 staff and 1 client who completed WOA 100 Practicum)

Inclusive Employment Champions Spotlight:

- Cherokee Historical Association (Oconaluftee Indian Village and Unto These Hills Outdoor Drama) - 3 CIE hires
- EBCI PHHS (QI Dept.) - 1 Internship
- Youth Center (Tribal Program) and Sequoyah National Golf Club – in progress
- CIHA – interested in CIE
- VOC: 3 CIE, 1 non-CIE



Q&A

Stay Connected with Inclusion Works

Want to get connected?

Inclusion Works Community Meeting

Join us for an **update on the progress of Inclusion Works' programs and initiatives**. This meeting is held quarterly and is open to the public.

Meeting Time: Third Tuesday every third month at 11:00am. **Next Meeting on October 20, 2026.**

Interested in joining?

Email: Claire.Colligan@dhhs.nc.gov



Stay involved with updates from Inclusion Works!

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



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updates

