



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

Inclusion Works

Developmental Disabilities Awareness Month Lunch and Learn

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Agenda

1. Q&A with Peer Mentor, Brittany Ellis
2. Overview of CIE
3. Inclusion Works Initiative
 - Partnership with Work Together NC
4. What is on the Horizon
 - Ways to get Involved



Welcome Brittany Ellis!

- **Current Role:** Johnson County Industries Smithfield Thrift Store
- **Awards:**
 - National Inclusion Project, Bubel Aiken Founders Award and
 - MARC, Dean Russell Beavers Memorial Outstanding Citizenship Award
- **Activities and Certifications:**
 - Community Bridges Peer Mentor Training Certified
 - DVR Peer Mentor
 - DVR SPARK Committee Member
 - DVR/CPR Steering Committee Member
 - National Inclusion Project - Power of Play Conference Presenter
 - NIP Inclusive Recreation Specialist
 - E-book creator – first book was about moods and feelings with a second book in the making on self-determination



Overview of CIE

What is CIE and who does it include?

The Workforce Innovation and Opportunity Act (WIOA) defines **Competitive Integrated Employment** as individuals with disabilities who perform work on a full-time or part-time basis and are:

- 1 Compensated at or above minimum wage
- 2 Paid comparable wages to employees without disabilities performing similar duties and with similar training and experience
- 3 Receiving the same level of benefits provided to employees without disabilities in similar positions
- 4 At a location where employees with disabilities interact with individuals without disabilities
- 5 Presented opportunities for advancement similar to other employees without disabilities in similar positions



Individuals with disabilities can access a variety of supports and services to build the skills and experience to succeed in a CIE environment

Creating a "meaningful week" for each person includes services that **help individuals find and maintain employment** and resources to **improve confidence and promote independence**.

Employment Related Support Services

Adult Developmental Vocational Program/ ILOS

Supported Employment Services (SE)

Division of Vocational Rehabilitation Services

Services Contributing to a Meaningful Day

Day Supports

Community Living Supports

Residential Supports



After an individual qualifies for VR services, there are potential Supported Employment services available

1

2

Vocational Rehabilitation Services

VR services help **individuals with a disability** develop a **customized path to employment** that includes:

- Career counseling
- Education and training
- Job placement assistance
- Medical treatments
- Assistive technology

For **eligibility requirements**, individuals can contact their local VR office for a referral.

Supported Employment Services

Innovations Waiver

1915(i) Services

State Funded Services

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To learn more about how to access these services or understand your eligibility please reach out to:
[Your Tailored Care Manager](#) (for eligible Medicaid beneficiaries) OR
[Your regional LME/MCO](#) (for individuals not enrolled in NC Medicaid Direct)

Services and supports can help individuals with I/DD overcome perceived barriers and achieve success in CIE

Potential barriers to pursuing employment may include assumptions about required skills or abilities to:

- Read, write, or perform math
- Make complex decisions or problem-solve
- Manage time
- Perform executive functioning (attention and memory; self-regulation)
- Establish and/or maintain interpersonal relationships
- Express or receive communication
- Perform fine or gross motor skills

Examples of services offered to support individuals with disabilities pursue employment

An individual with an intellectual disability who has never worked received:

- A vocational evaluation to identify jobs matching his strengths and interests.
- Job Search Assistance
- Job Coaching

A person with Cerebral Palsy received:

- Assistive Technology evaluation and technology
- Drivers Evaluation and vehicle modifications
- Post Secondary Training

An individual with I/DD wanted a different job and received:

- Counseling on options to advance in employment
- Short term training to build marketable skills
- Training on job seeking skills

North Carolina employers from a variety of industries have benefited from including CIE talent in their workforce



Source: CIE Reporting Tool LME/MCO Responses Matched to DVRS Records – 11/30/23

Inclusion Works Initiative

NCDHHS's divisions DHB, DVR, and DMH/DD/SAS collaborate to promote CIE for individuals with disabilities through the Inclusion Works Initiative

NC Department of Health and Human Services

Overarching agency that is responsible for the health, safety, and well-being of North Carolina residents, and is committed to prioritizing the most vulnerable populations like individuals with I/DD.

Division of Health Benefits

Oversees and manages Medicaid in the state of NC, which provides health care to eligible low-income adults, children, seniors, and people with disabilities. Recent Medicaid Expansion has led to 600,000 newly eligible North Carolinians to receive Medicaid, including individuals with I/DD.

Division of Vocational Rehabilitation

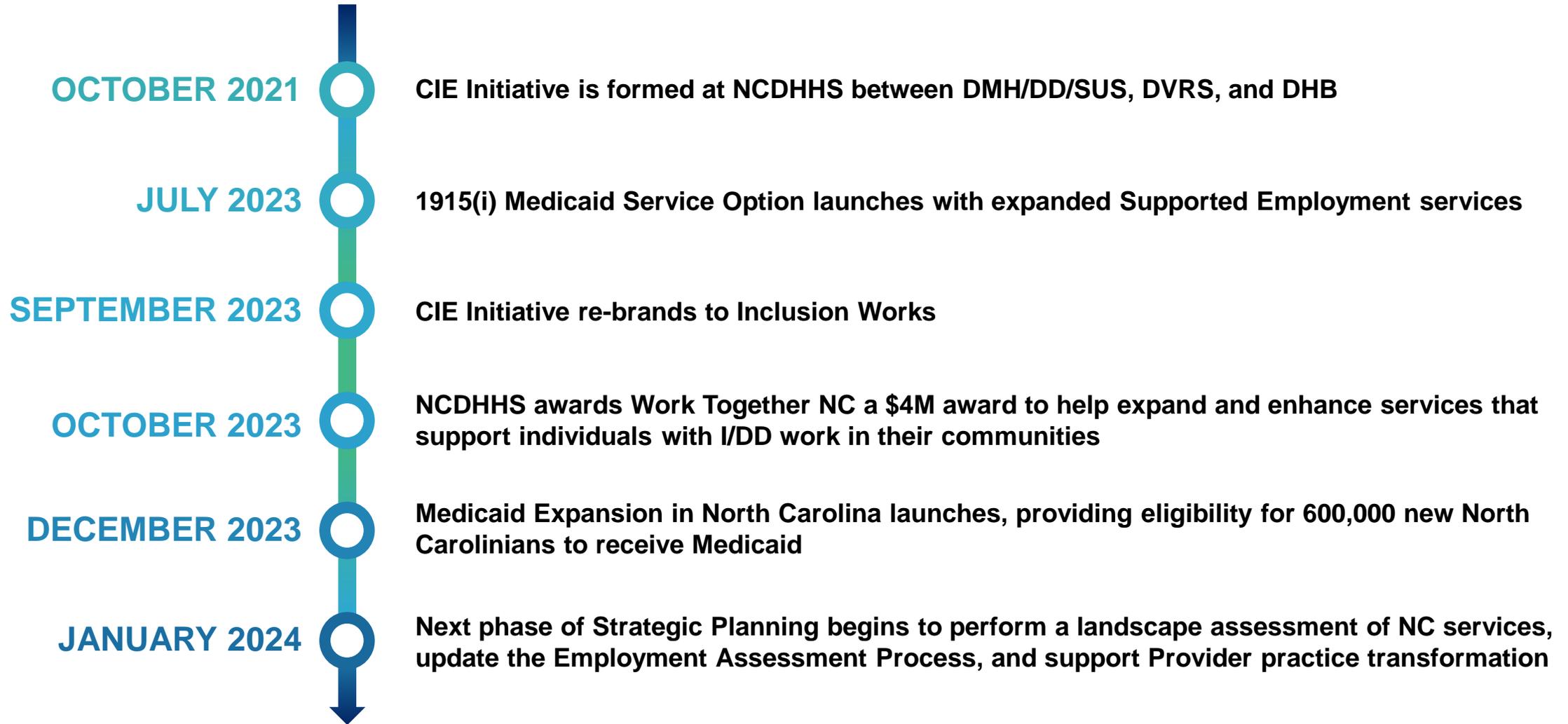
VR services help eligible job seekers develop a customized path to employment that includes the training and support needed to compete in NC's workforce.



Division of Mental Health, Developmental Disabilities and Substance Use Services

Support individuals with mental illness, developmental disabilities, and substance use disorders access resources and services to support living in the community like job training, residential support, and day programs.

Key events that led to the launch of Inclusion Works and where we are today



Inclusion Works launches partnership with Work Together NC to expand and enhance the services to support individuals with disabilities obtain CIE

WTNC's goal is to help individuals with I/DD transition to adulthood and increase access to meaningful work, community engagement, and continued education.

They will also be partnering with WISE and Triangle Disability and Autism Services to support the mission of Inclusion Works.

INCLUSION WORKS



Work Together NC

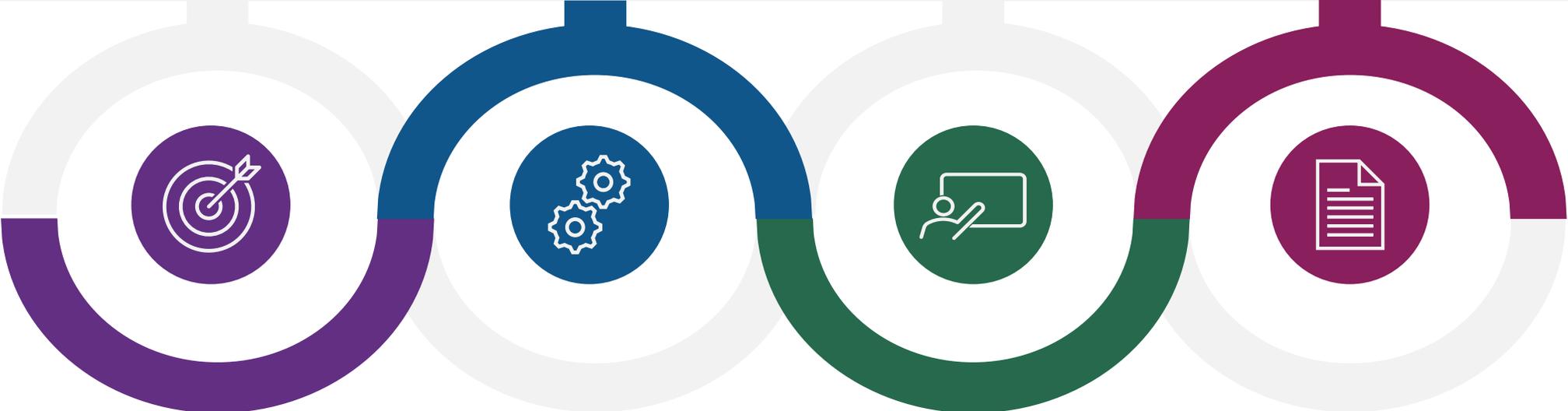
Possibility to Opportunity



What is on the Horizon

In 2024, Inclusion Works will continue its partnership to help individuals with disabilities in North Carolina to find and maintain jobs in their community

Inclusion Works will target four areas to implement new practices across the state and expand Supported Employment services



Strategic Planning and Stakeholder Engagement

- Monthly meetings with advisory committee
- Perform a landscape assessment
- Implement a new Strategic Plan

Employment Assessments and Career Development Plans

- Refine current tools and processes
- Conduct assessments with individuals in non-integrated settings
- Train provider staff and care managers

Provider Innovation Initiative

- Develop trainings for Provider Innovation, Customized Employment, and Self Employment
- Create a Learning Collaborative

Data Collection and Reporting

- Collect data to understand the current employment landscape in NC
- Publish reports to track the progress of the initiative

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 bi-monthly community
updates



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

Questions?