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Competitive Integrated Employment Information Session

November 7, 2022



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NCCDD
North Carolina Council on
Developmental Disabilities

AGENDA

Welcome:	Cheryl Powell
Setting Up the Session: Leveling the Knowledge on Competitive Integrated Employment:	Ann Rodriguez
Next Steps on Transition to CIE:	Tamira White
National Perspective on CIE:	Dave Richard
Legislative Perspective on CIE:	Chris Hodgson or Holly Stiles
Panel of North Carolina Perspectives:	Senator Sarah Crawford
	Chris Egan Nancy Baker Ryan and Nicole Rotundo Jesse Smathers Kenneth Bausell/LaCosta Parker Kathie Trotter
Moderators:	Ann Rodriguez and Mary Hooper
How this Session will Inform Next Steps:	Ann Rodriguez

Cheryl Powell
Council Member, NC Council on
Developmental Disabilities
Welcome

Ann Rodriguez Executive Director, i2i Center for Integrative Health

Setting Up the Session

Glossary of Terms:

ADVP = Adult Developmental Vocation Program

BH/IDD Tailored Plan = Behavioral Health/Intellectual-Developmental Disability Tailored Plan

CIE = Competitive Integrated Employment

Employment First = Governor's Executive Order around Employment

DHB = Division of Health Benefits (Medicaid)

DRNC = Disability Rights of North Carolina

DVRS = Division of Vocational Rehabilitation Services

IDD = Intellectual-Developmental Disability

LME/MCO = Local Management Entity/Managed Care Organization

MOU = Memorandum of Understanding

NC DHHS = North Carolina Department of Health and Human Services

SWTCIE = Subminimum Wage to Competitive Integrated Employment

WIOA = Workforce Innovation and Opportunity Act

Leveling the Knowledge on Competitive Integrated Employment

Tamira White, Ph.D., CRC, LCMHCA

Systems Change Manager

North Carolina Council on Developmental Disabilities

[NC Department of Health and Human Services](#)

Federal Actions on Competitive Integrated Employment

- In 2014, Congress passed the “[Workforce Innovation and Opportunity Act](#)”. The US Education Department published [rules](#) in 2016.
- Throughout the Act, Congress emphasizes that individuals with disabilities, including those with the most significant disabilities, can achieve competitive integrated employment if provided the necessary supports and services. They provide guidance and incentives to States.
- The Biden Administration has issued publications recently that strongly encourage the transition to Competitive Integrated Employment and a focus on compensation with competitive wages.

Employment First: North Carolina's Commitment to Competitive Integrated Employment

- Governor Cooper signed the [Executive Order 92](#) on March 28, 2019.
- Employment First applies to State Agencies and not the private sector.
- The purpose of the Executive Order was to authorize Employment First, “the principle that employment in the general workforce should be the first and preferred option for individuals with disabilities.”
- This should be accomplished in State Agencies with the following: competitive labor market; full-time or part-time employment; integrated settings; compensation with competitive wages.

Introduction to the NC Memorandum of Understanding and Strategic Plan

- North Carolina has federal requirements to follow.
- Disability Rights North Carolina and the North Carolina Department of Health and Human Services signed a [memorandum of understanding](#) to improve the delivery of employment services for North Carolinians with disabilities in February 2019.
- [North Carolina Department of Health and Human Services](#) has committed to a five-year plan to transition to Competitive Integrated Employment.
- Key parts of the five-year plan are:
 - Aligning available services with the transition to Competitive Integrated Employment
 - Education and training for all stakeholders
 - Choice of career pathways and service options
 - Develop a comprehensive guide on the transition to Competitive Integrated Employment

Introduction to the NC Memorandum of Understanding and Strategic Plan

- The state plan currently extends to July of 2026 by which time Competitive Integrated Employment (CIE) will be available to all qualifying individuals. The plan has many components to it that include employment, supports and apprenticeship/internship opportunities.
- North Carolina Department of Health and Human Services defines Competitive Integrated Employment as:
 - Employee works either full-time or part-time, including self-employment
 - Employee is paid at a rate that is not less than the minimum wage
 - Employee is eligible for the level of benefits provided to other employees
 - Employee works at a place where the employee can interact with other persons who are not individuals with disabilities to the same extent that all employees interact with these persons
 - Employee has opportunities for advancement in the organization

Opportunities to Support This Transition: Move from Pandemic to Endemic, Medicaid Transformation, New State Biennium and Long Session

- Moving from Pandemic to Endemic
 - Refocus and attention to projects that were impacted by Covid crisis work
 - Increased acceptance of virtual interaction, e.g. telehealth and virtual monitoring
 - Heightened awareness of health equity
- Medicaid Transformation
 - Intensified care management role for everyone in the BH/IDD Tailored Plans
 - Focus on tapping into Medicaid to the greatest extent possible through expanded services, innovation of *in lieu of* services
- New State Biennium and Long Session
 - Opportunity for conversations with legislative decision-makers around new funding and continuum of services

Dave Richard
Deputy Secretary for Medicaid, NC
Department of Health and Human Services

Transitioning to Competitive Integrated Employment

- **DHHS is committed to a Strong and Inclusive Workforce and the NC Olmstead Plan to support individuals with disabilities as fully included members of their communities**
- **Collaboration is Key:**
 - Internal Alignment: DMH/DD/SAS, DVRS, DHB/Medicaid, Service Definitions
 - Individuals and families
 - Providers
 - LME/MCOs
 - NC General Assembly
- **Build on NC's innovative efforts and expand capacity**
 - Stakeholder outreach and engagement
 - Implementation of new Medicaid and State-funded supported employment definitions
 - Employment Assessments and Career Development Plans
 - CIE services and supports for people choosing CIE
 - Expand other meaningful day options

Chris Hodgson
Supervising Attorney
Disability Rights North Carolina

Holly Stiles
Litigation Counsel
Disability Rights North Carolina

November 7, 2022



COMPETITIVE INTEGRATED EMPLOYMENT

Holly Stiles & Chris Hodgson

OREGON DATA REPORTS

Workers Transitioned to CIE

- 2015 – Oregon had approximately 1,926 in sheltered employment
- 2016 – transitioned 118 in sheltered employment to CIE services
- 2017 – transitioned 307 in sheltered employment to CIE
- 2018 – transitioned 356 in sheltered employment to CIE
- 2019 – transitioned 367 in sheltered employment to CIE
- 2020 – transitioned 203 in sheltered employment to CIE
- 2021 – transitioned 315 in sheltered employment to CIE
- 2015-2021 – 835 sheltered workers first completed discovery before transitioning to CIE

Key Points

- 1,666 in sheltered employment transitioned to CIE in 6 years
- About half of sheltered workers completed discovery before transitioning to CIE

OREGON DATA REPORTS

Hours Worked

- 2017— Average CIE hours worked per week was 12.5, average sheltered employment hours worked per week was 12.9
- 2018 – Average CIE hours worked per week was 12.6, average sheltered employment hours worked per week was 12.9
- 2019 – Average CIE hours worked per week was 11.5, average sheltered employment hours worked per week was 11.2
- 2020 – Average CIE hours worked per week was 8.9, average sheltered employment hours worked per week was 7.8
- 2021 – Average CIE hours worked per week was 14.5, average sheltered employment hours worked per week was N/A because no one was left in sheltered employment

Key Points

Average Hours worked per week in CIE were on the whole slightly better than in sheltered employment

OREGON DATA REPORTS

Wages

- 2017 – Average CIE wage in CIE was \$10.17 per hour, average sheltered employment wage was \$4.86 per hour
- 2018 – Average CIE wage was \$10.89 per hour, average sheltered employment wage was \$5.25 per hour
- 2019 – Average CIE wage was \$11.19 per hour, average sheltered employment wage was \$4.90 per hour
- 2020 – Average CIE wage was \$11.89 per hour, average sheltered employment wage was \$8.03 per hour
- 2021 – Average CIE wage was \$13.14 per hour, average sheltered employment wage was N/A because no one was left in sheltered employment

Key Points

- Average CIE wages well outpaced sheltered employment wages
- CIE workers earned about \$140 per week compared to \$60 per week in sheltered employment

OREGON DATA REPORTS

Transition Age Youth With I/DD

- 2017 – 309 youth with I/DD worked in CIE, were paid on average \$10.30 for 14.0 hours of work per week
- 2017 – 57 youth with I/DD worked in sheltered employment, were paid \$5.16 for 11.4 hours of work
- 2018 – 332 youth with I/DD achieved CIE, were paid about \$11.09 for 14.1 hours of work per week
- 2018 – 18 youth with I/DD worked in sheltered employment, were paid \$5.54 for 12.9 hours of work
- 2019 – 399 youth with I/DD worked in CIE, were paid on average \$11.34 for 13.5 hours of work per week
- 2019 – 5 youth with I/DD worked in sheltered employment, were paid on average \$4.22 for 7.1 hours of work per week

Key Points

- Youth w/ I/DD earned about \$155 / week in CIE compared to about \$50 / week in sheltered employment
- Oregon had transitioned all its youth with I/DD to CIE services by 2020

OREGON & NORTH CAROLINA'S CIE PLANS

Side by Side—Oregon's Settlement and North Carolina's MOU

Oregon's Settlement

- End new admissions to sheltered employment by July 2015
- Establish yearly benchmarks for transitioning 1,115 workers in sheltered employment to CIE by June 2022
- Provide everyone in sheltered employment with Career Development Plans
- Ensure employment services include discovery

North Carolina MOU

- End new admissions to sheltered employment by July 2022
- Establish yearly benchmarks for transitioning 987 individuals in sheltered employment to CIE by July 2028
- Provide everyone in sheltered employment with Career Development Plans
- Ensure employment services include discovery

OREGON & NORTH CAROLINA'S CIE PLANS

Oregon's Settlement and North Carolina's MOU-Side by Side

Oregon Settlement

- Expand provider capacity for supported employment by offering them technical assistance and competency-based training
- Collect data to measure progress

North Carolina MOU

- Expand provider capacity for supported employment by offering them technical assistance, and competency-based training, and financial incentives
- Collect data to measure progress

Holly Stiles, Assistant Legal Director
Christopher Hodgson, Supervising Attorney

THANK YOU
Please Consider Supporting Our Work

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Senator Sarah Crawford



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Chris Egan
**Assistant Secretary for Employment and
Inclusion, NC Department of Health and
Human Services**

Employment First Efforts within State Government

In partnership with the Office of State Human Resources, DHHS/DVRS is leading efforts to position state government as a model employer of people with disabilities:

- **Employment First Internships**
- **NC CARES Program**
- **Data tools to monitor progress**
- **Disability awareness and inclusion training for HR and other staff**
- **Training for DHHS staff to increase accessibility of information and services for people with disabilities**
- **Educate management on value of lived experience when considering individuals with disabilities for a position**
- **Work to facilitate easier process for requesting accommodations**



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Nancy Baker Family Member



What are the top 3 challenges & opportunities in CIE from the parent perspective?

➤ Challenges

- Unrealistic expectations for individuals with cognitive disabilities
- Unintended isolation in community settings
- Safety concerns

➤ Opportunities

- Increased community integration
- Another choice for meaningful day
- Ensure that individual choices for employment are paramount



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Ryan Rotundo, MPA
Family Member

Nichole Rotundo
Individual with Intellectual-Developmental
Disability Diagnosis

- Planning
- Partnerships
- Progress Monitoring



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Jesse Smathers, LCSW
President, MARC

Enhancing CIE/SE as an option within the array of services offered to people w/IDD...

- Individual choice is paramount
 - Cognitive disabilities are different than physical disabilities
 - Community is defined by the individual
- Opportunities based in realistic expectations that support the individual w/IDD and their families
 - Options will vary from county to county across the state
 - Opportunities and settings where individuals experience a sense of belonging
- Employment & day activities are more than a wage
 - Purpose
 - Mastery
 - Autonomy



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Kenneth Bausell, BSN, RN
IDD Manager, NC Division of Health Benefits

LaCosta Parker
NC Division of Health Benefits

How Can CIE Be A Part of Medicaid Transformation?

NC Medicaid provides critical health insurance coverage for individuals and families, with a vision to improve the health of North Carolinians through an equitable, innovative, whole person, centered and well-coordinated system of care that addresses both the medical and non-medical drivers of health. CIE is a crucial part of that vision.

Access to Services

- Tailored Care Management
- 1915 (i) Supported Employment and Community Living and Support
- 1915 (c) Innovations Waiver
- Continued Person Centered Planning
- Supported Employment services

Collaboration

- LME-MCO / Tailored Plans / Community Partners
- Cross divisional work
- Stakeholder



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**Kathie Trotter, MS, LCMHC, CPM
Director, North Carolina Division of
Vocational Rehabilitation Services**

Subminimum Wage to Competitive Integrated Employment (SWTCIE) demonstration projects

NCDVRS wrote for and was awarded a **\$13.8M five year grant** to specifically assist persons with disabilities that are presently employed in environments where they receive pay that is less than minimum wage, or those that are contemplating entering such employment, to seek and achieve integrated employment that pays at or above minimum wage.

SWTCIE runs FFY2022 through FFY2027. Year One is a year of planning and program development. Services to clients is expected to begin FFY2024.

The SWTCIE grant is also structured to assist those community rehabilitation programs that do not presently offer competitive integrated employment support options to begin to innovate in new ways to offer such services in a supported and collaborative manner. Services will be provided through 3 regional sites that will work with SWTCIE participants (and DHHS partners and employers) to help participants reach their goals of CIE.

Ann Rodriguez and Mary Hooper izi Center for Integrative Health

Next Steps

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Keep Updated!

Resources on Competitive Integrated Employment:

[NC DHHS Competitive Integrated Employment webpage](#)

[DRNC Competitive Integrated Employment articles](#)

[Federal website on Competitive Integrated Employment](#)

[NC Council on Developmental Disability references on CIE](#)



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