



What Would You Like to See Accomplished in the Next 12-Months Around Competitive Integrated Employment in North Carolina?

Background: Attendees of the 2023 Competitive Integrated Employment Summit were asked to respond to the question, “What would you like to see accomplished in the next 12 months around Competitive Integrated Employment in North Carolina. Their responses are compiled below. The statements were not altered or word smithed (in fact, there may be duplicate ideas) in any way and the statements were grouped into categories.

Strengthening Components of Supported Employment

Building Workforce Competency:

- Increased work enterprise support (self-employment, micro enterprise) more knowledge, support for people
- Stipend program wage/worker evaluation of other county models

Interface with Individuals with IDD Around CIE:

- Interview people who don't have CIE for their stories, what do they want or have?

Job and Benefits Coaching:

- No more myths about SSI
- Offer benefits counseling/education
- Career coaching beyond “a job”
- Increase opportunity for in-person Benefits counseling that is in-depth.
- Increase NCDVRS approved Benefits counseling approved vendors in each county.
- Benefits counseling policies that address initial and ongoing support services
- Benefits counseling is key to understanding
- Hire more contractors to help people with planning/discovery
- Roll out employment assessments and career development plans for everyone in segregated work settings.
- Using Discovery to allow 1:1 exploration on different types of jobs
- Availability of job coaches/on the job training so sheltered workshops are not a fall-back for training, accommodations in work for job coaches
- “I have talked to a benefits counselor and was recommended to stay part-time because he found a \$1500 monthly income limit for Innovations Waiver, so I have been working close to full-time but being paid part-time. “
- Rural communities- VR staff covering many counties
- Increase NCDVRS approved Benefits Counseling approved vendors in each county

- Benefits counseling policies that address initial and ongoing support services available at multiple.
- Choice =individual based
- Windmill-send videos, information about benefits and give an incentive
- Benefits counseling for all I/DD folks in NC, free and accessible, funding needs to be provided for training more benefit counselors.
- CIE effort must be supported by high quality, timely, benefits counseling, so services and support to self-advocate, and families who need more education about employment
- Make sure of benefits counseling is very individual specific it's incredibly complex
- More benefit counselors for individuals to decide

Increase Employment Supports:

- Increase access to supports from VR (re: decrease wait time for individuals to engage in assessment.)
- Broaden distribution of support that already exists - worktogethernc.com
- Create & implement a universal application for state dss ie-application for the RUN

Policy and Funding for Competitive Integrated Employment:

- Get all federal funding available
- Get full funding from NCGA in order to get full federal benefits
- Funding for providers to transform service models.
- Separate concepts of 14(c) & ADVP not always a pair
- State funding to match all federal funds
- Don't tear down workshops before there's something better and place to go to
- Providing funds to ADVPs/ subminimum wage employers (in addition to the SPARK pilot sites) to transition to pay participant's at least minimum wage. Funds can be used to support hiring and training job coaches for individuals that need an individual job coach.
- Communication at home supportive living staff increases
- Adequate funding for quality services
- Often vocational rehab needs to be involved to resolve misunderstandings or misinformation that might go on between peer employers
- Easier access to VR services need to have more counselors more pay assistance with schooling and CRC
- Increase state funded employment supports for non (unable to read) individuals

Train Providers of Supported Employment and Tailored Care Managers

- Consider the creation of a Supported Employment training all providers should utilize across the state for Direct Support Workers so there is consistency amongst job coaches.
- Ensure adequate training of MCO staff (care managers) so they can properly educate their members of the SE
- Seamless transfer b/w TCM + VR + agency plans
- VR funded customized employment to include "discovery" separate rate for providers.

- More flexibility w/ CIE community placement (ex. Comm rehab, center-less concerns with #s /%)
- Improve staffing
- Increase organizational collaboration between LME/MCO, NCDVRS
- Customize Employment as service under VR umbrella/ coordination w/ LME/MCO definitions. Single portal services

Address Social Determinants of Health that Impact Employment

- Address SDoHs that negatively impact employment for individuals w/IDD – ie, transportation, language barriers
- Promote more transportation options.
- Support for transportation (ex: lyft or mileage) and companion
- Recognition/ funding of transportation as a stand- alone, life-long services (if needed)

Educating Employers Around the State and Building Employment Opportunities:

- Create FAQ sheet to provide to potential employers educating on labor laws/ benefits of Supported Employment
- Education for employers
- Fund provider transformation funds to help shape employers who are competitive but not inclusive. Help provide training on how to make those employers continue to pay at least minimum wage but hire both individuals with and without disabilities.
- Educate employers about employed people with disabilities
- Lunch and invite employers to Windmills training
- Peer employers can share their success stories.
- Use rural “sheltered workshops” to house, micro enterprises, form like a co-op
- Give extraordinary ventures a Mini grant to serve as a intermediate job development center. There are other innovative, sheltered workshops to like wake enterprises.

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Education/Transition Aged Youth

Primary and Secondary Education:

- More/ mandate increased CIE instructions in school community
- Survey parents of kids and w/idd and see what they think kids can do for work.
- Incorporate career coaching into IEP/ school supports
- More training for school teachers abc ae/vocational skills
- NC Schools- to include more real opportunities for transition planning in the IEP

- Streamline service choices/education to public schools early
- Greater school involvement
- Educate teachers to identify strengths and limitations to employment through IEP
- Exposition to parents about employment since they are scared
- 7-12-16 years old develop skills, specific for employment in the area of interest
- Earlier interventions in school with VR an appointment. My child will not be OCS. Will he still get connected to school VR counselors

Post-Secondary Education:

- Support for inclusive post-secondary education
- Support for inclusive internship & training
- Work with the inclusive post-secondary education programs in North Carolina. They are doing inclusion successfully and students working in CIA already are on campus and in the communities state has also funded more programs in the UNC system in the community college system.

Family Engagement:

- Education + myth busting
- Educate parents on how exploring CIE does not mean forfeiting other options (with guardians too)