

Agenda

1. Overview of CIE

2. Data Landscape

- Employment Options & Support Services
- CIE Engagement
- Demographics of CIE Population

3. Partnership with Work Together NC





NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

CIE Summit: NC Employment Landscape for Individuals with I/DD

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What is CIE and who does it include?

The Workforce Innovation and Opportunity Act (WIOA) defines **Competitive Integrated Employment** as individuals with I/DD 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

There are many types of services to support individuals with I/DD to build the skills and experiences to succeed in a CIE environment

These services support individuals to not only find and maintain employment but also provide the resources and stability to grow confidence and independence. Together they make up a meaningful week for an individual.

Adult Developmental Vocational Program/ ILOS

Provides support for adults with I/DD in developing skills, finding employment, and participating more fully in their communities.

Examples of services include job development, resume preparation, filling out applications, setting up interviews, and providing interview training.

Supported Employment Services (SE)

The primary goal is to help people find and maintain jobs of their choice while earning a fair wage. Services focus on aiding with job selection, acquisition, and retention, and are particularly beneficial for individuals with disabilities who require more structured support in the workplace.

Division of Vocational Rehabilitation Services

Like SE services, DVRS also supports individuals with I/DD find and maintain employment but offers a wider range of services and resources to help individuals with disabilities overcome barriers to career success or independence in their community of choice.

This can include personalized counseling, training, and other forms of support tailored to the individual's needs and goals.

Day Supports

Emphasizes inclusion and independence with a focus on enabling the individual to attain or maintain their maximum self-sufficiency, increase self-determination, and enhance the individual's opportunity to have a meaningful day. Activities may include career and employment exploration through educational and experiential opportunities designed to identify specific interests and aptitudes for paid work.

Community Living Supports

An individualized service that enables individuals 16 years of age and older to live successfully in their own home, the home of their familiar or natural supports, and be an active member of their community.

Residential Supports

Provides opportunities for individuals to learn and practice new skills and improve existing skills to assist the individual in increasing their level of independence in the setting of their choice and be an active participant in their community.

Services that contribute to a meaningful week

- Employment Related Support Services
- Services Contributing to a Meaningful Day

A new 2023 CIE report shows involvement in non-CIE support services and the journey to pursue CIE

Individuals Who Are Active in ADVP/ILOS Services:

LME/MCO	No Response Provided	No - Discontinued	No – Inactive	Yes	Grand Total
Alliance	0	21	14	179	930
Eastpointe	0	46	3	195	4
Partners	56	40	14	184	508
Sandhills	0	27	3	136	281
Trillium	0	263	7	229	261
Vaya	23	125	70	317	406
Grand Total	79	522	111	1240	2390

Source: CIE Reporting Tool LME/MCO Response as of 3/31/23

Individuals Active in ADVP/ILOS Making an Informed Choice to Pursue CIE

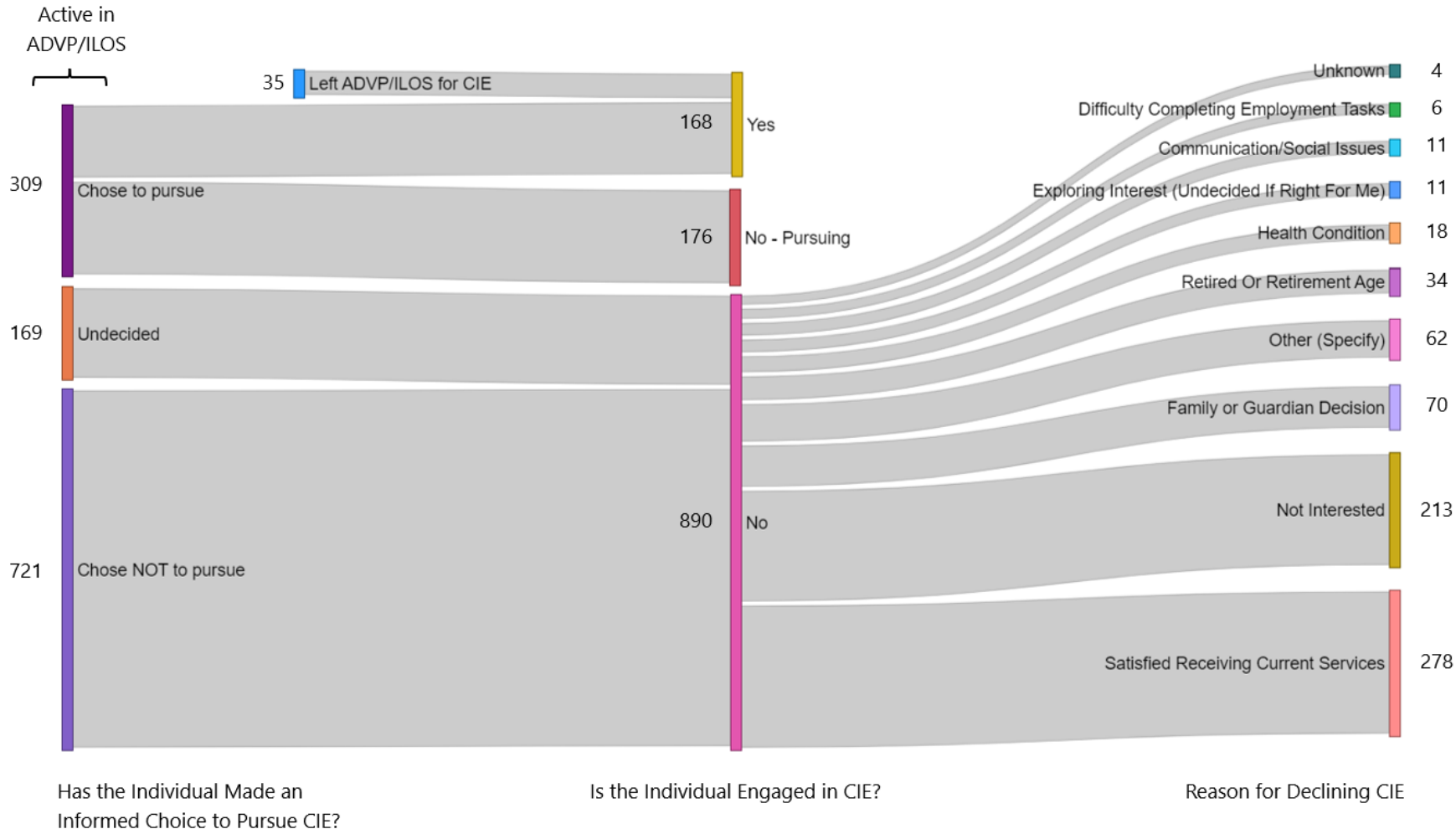
LME/MCO	No Response Provided	Choose Not to Pursue CIE	Undecided	Choose to Pursue CIE	Grand Total
Alliance	0	94	3	82	179
Eastpointe	0	109	53	33	195
Partners	25	144	0	15	184
Sandhills	0	46	47	43	136
Trillium	2	121	51	55	229
Vaya	5	208	21	83	317
Grand Total	32	722	175	311	1240

Source: CIE Reporting Tool LME/MCO Response as of 3/31/23

There are **1,240** individuals actively engaged in **Adult Developmental Vocational Program (ADVP)** services or **In Lieu of Services (ILOS)**. ADVP/ILOS services remain important supports for the I/DD community with the opportunity to build skills, contribute to a meaningful day, and in some cases supplement CIE.

Of the 1,240 individuals actively engaged in ADVP/ILOS, **311** have chosen to pursue CIE. NCDHHS is expanding efforts to engage with those in the ADVP/ILOS environment and see if they are interested in employment options. If yes, they can choose to pursue Vocational Rehabilitation (VR) or Supported Employment (SE) services.

Baseline data details NCDHHS' progress toward expanding CIE efforts for individuals receiving ADVP/ ILOS services and areas to focus on



This chart traces an individual's journey from informed choice to either pursue or decline CIE, achieving CIE, or their reasons for declining.

Upon review, the chart reveals further areas to focus on as CIE's work progresses, including trends of "undecided" individuals, those declining CIE, and those choosing to pursue CIE, but have not yet achieved it.

For those interested in pursuing the CIE journey, there are employment services to support individuals with I/DD to thrive

Supported Employment services provided for Individuals with I/DD in NC:

LME/MCO	Medicaid SE - 1915(b)(3)/ 1915(i)	Medicaid SE - Innovations	State Funded SE	Grand Total
Alliance	329	461	140	930
Eastpointe	0	0	4	4
Partners	152	344	12	508
Sandhills	160	24	97	281
Trillium	110	133	18	261
Vaya	153	241	12	406
Grand Total	904	1203	283	2390

Source: NC Tracks & EPS Records of Claims submitted in NC, 4/1/23-6/30/23

Division of Vocational Rehabilitation Services Open Cases for Individuals Pursuing CIE in NC:

DVRS Case Status	Count of Individuals
Applicant	26
Plan development after determined eligible	359
Plan for employment complete and approved	569
Ready for employment	576
Services being provided under a plan	2239
Grand Total	3769

Source: DVRS Records as of 6/30/23

There are **2,390** individuals in NC with I/DD receiving **Supported Employment (SE)** – a service specifically designed to help individuals find, attain, and thrive in CIE. Two ways SE services are sponsored are:

- 1) **Medicaid SE:** Those eligible for Medicaid qualify for supported employment services through either the Innovations Waiver or 1915(b)(3)/1915i. The scope of services varies but both offer supported employment.
- 2) **State-Funded SE:** Those who do not qualify for Medicaid can still receive supported employment services that are funded entirely by the state government.

There are **3769** individuals in NC with open cases with the **Division of Vocation Rehabilitation Services (DVRS)**. These services are designed to help individuals with disabilities achieve their goals for employment and independence.

*Please note that SE is not replacing services provided through DVR. To access SE services an individual must meet with DVR first.

There are challenges that could discourage individuals with I/DD from pursuing CIE, but support services bridge the gaps to achieve success

Perceived barriers to employment may include:

- Support needed to read, write, or perform math
- Support needed to make complex decisions or problem-solve
- Support needed in managing time (completing tasks within a shift or by a deadline)
- Support needed in executive functioning (attention and memory; self-regulation)
- Support needed to establish and/or maintain interpersonal relationships
- Support needed in expressing or receiving communication
- Limited work tolerance
- Mobility Impediment or other physical impairment impacting fine or gross motor skills
- May require additional time and instruction to learn and complete job tasks

Examples of narratives showcasing services offered to support individuals with I/DD pursue employment

A student with an intellectual disability received the following services:

- A vocational evaluation to help identify jobs that would match his interests and strengths
- Counseling to learn more about the jobs—where they are located, requirements, and wage information
- Support to pursue post-secondary training funded with a provider that offers “hands on” training
- Training on job seeking skills, job leads, and selective job placement assistance that led to employment in the construction field

A person with Cerebral Palsy utilized a wheelchair for mobility and reported an interest in becoming a social worker. She received the following services:

- An Individualized Plan for Employment identifying services to support her in finding employment as a social worker
- Funding in support of post-secondary training and provided
- Assistive technology evaluation to identify needs in this area with funding of the technology to assist her in her studies.
- A driver’s evaluation to help identify what vehicle modifications were needed and driver training to support her in obtaining her driver’s license

A student with I/DD was received Pre-Employment Transition Services including:

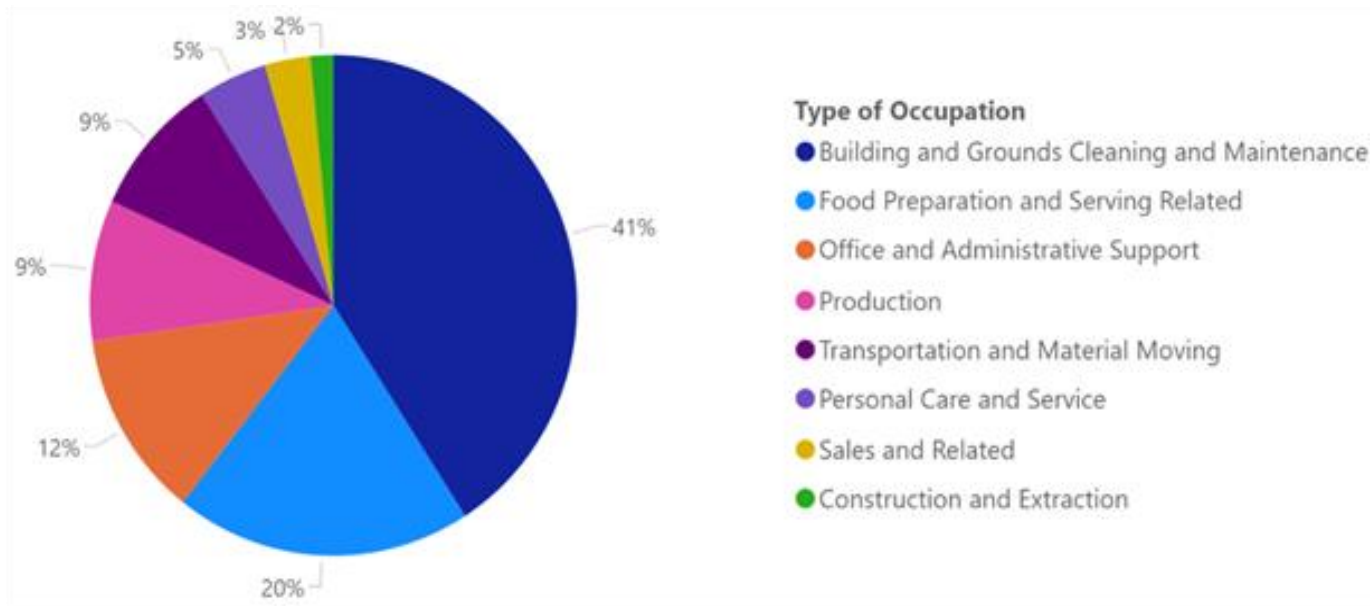
- Opportunity to explore jobs in the community by job shadowing that allowed her to develop workplace readiness skills
- Meeting with Benefits Counselor to discuss the job offer and any potential impact on SSI/SSDI benefits and work incentives available
- Job coaching to learn job tasks and establish relationships with coworkers and supervisors
- Facilitated connection to the Managed Care Organization with NC Division of MH/DD/SUS to continue services to maintain employment

An individual with autism contacted Vocational Rehabilitation (VR) stating he was underemployed and unable to find work in his field. The following services were offered:

- Training to develop interviewing skills and how to request reasonable accommodations during the application process
- Find an internship opportunity to gain skills and recent experience in his field
- Job placement services resulting in a job offer
- Initial job coaching to help him establish relationships in the workplace and strategies to stay organized with work tasks

Many North Carolina employers have benefited from CIE talent

Type of Occupation for CIE Individuals in Reporting Tool and DVRS Records



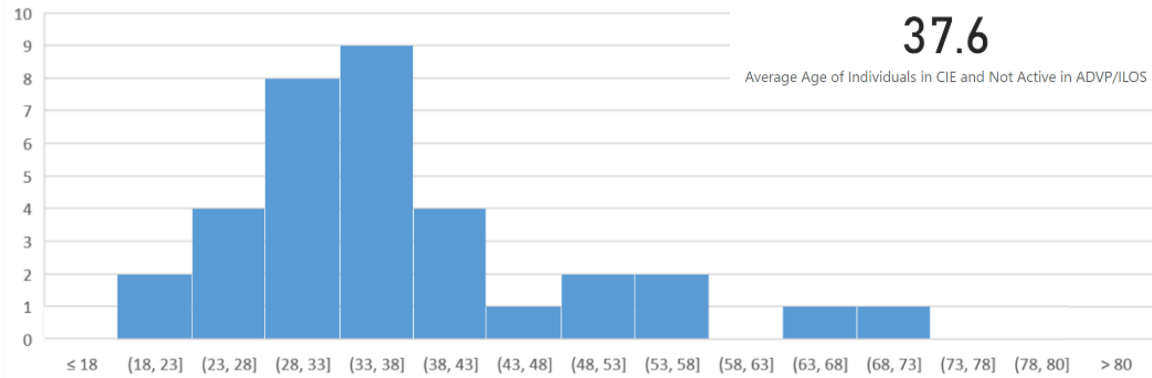
Source: CIE Reporting Tool LME/MCO Responses Matched to DVRS Records

Places of CIE Employment



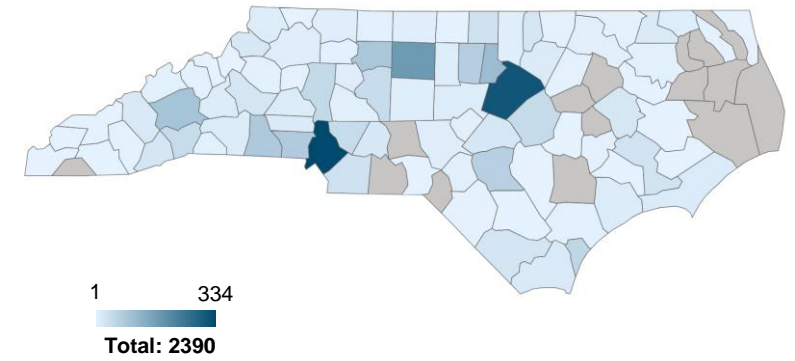
By tracking demographic data, like age and geography, we can discover trends and factors that can advance or block individuals from achieving CIE

Age of Individuals in CIE and Not Active in ADVP/ILOS



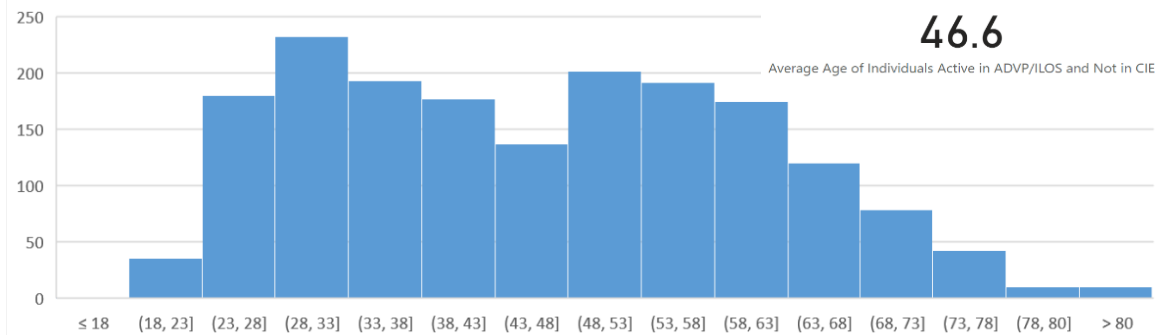
Source: CIE Reporting Tool LME/MCO Responses of individuals who were formerly or currently in ADVPs – 3/31/2023

Individuals receiving Supported Employment in NC



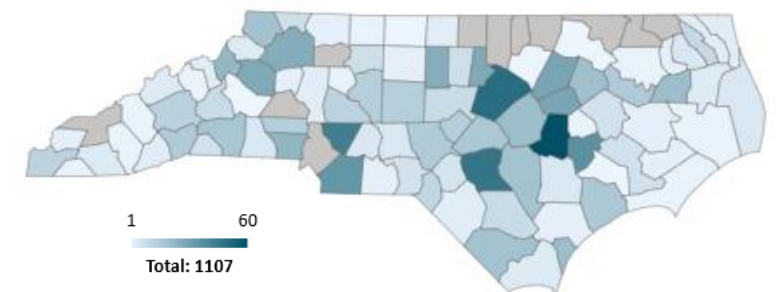
Source: NC Tracks & EPS Records of Claims submitted in NC, 4/1/23-6/30/23

Age of Individuals Active in ADVP/ILOS and Not in CIE



Source: CIE Reporting Tool LME/MCO Responses of individuals who were formerly or currently in ADVPs – 3/31/2023

Individuals Active in ADVP/ILOS and Not in CIE







Source: CIE Reporting Tool LME/MCO Responses of individuals who were formerly or currently in ADVPs

NCDHHS awards a \$4M contract to Work Together NC to expand and enhance the system of services that support individuals with I/DD to obtain CIE

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

The partnership is expected to begin in December 2023 and will include:

-  Forming an advisory group of individuals with I/DD stakeholders, LME/MCO's, and providers
-  Updating Career Planning and Assessment tools for providers
-  Conducting a landscape assessment of the current availability of CIE opportunities in NC
-  Supporting service providers to transform current models of employment

INCLUSION WORKS



Work Together NC

Possibility to Opportunity