



Competitive Integrated Employment Engagement, White Paper & Conference

System Gap Addressed

Why is NCCDD funding this initiative?

The North Carolina Council on Developmental Disabilities (NCCDD) contracted with i2i Center for Integrated Health to engage the I/DD community and stakeholders in dialogue and visioning for North Carolina's transition to Competitive Integrated Employment (CIE). The North Carolina Department of Health and Human Services (DHHS) has made a commitment to increase CIE and has several initiatives moving this forward. There have been significant questions, concerns, and interest in increasing CIE.

What Competitive Integrated Employment?

Competitive Integrated Employment is a national and local effort to increase inclusive employment for individuals with disabilities in integrated settings at competitive wages. Through federal legislation and policy, the federal government is prompting States to create plans of action that will move the State toward Competitive Integrated Employment principles, policies, and processes. Governor Cooper has issued an Executive Order outlining the Employment First initiative. In addition, North Carolina Department of Health and Human Services has developed a Five-Year Strategic Plan to increase Competitive Integrated Employment. There are many perspectives on how North Carolina should proceed with this transition, the timing and important considerations.

Initiative Major Goals and Objectives

The i2i Center for Integrative Health interviewed individuals representing all stakeholders in the Competitive Integrated Employment discussion. Once the interviews were completed, a free information session was held, open to all and presenting an opportunity for participants to hear from stakeholders, providers, and state leaders. The information session also included a "leveling the knowledge" component and a portion around the national perspective and lessons learned from other States to ensure that all participants have the same basic understanding of the intent behind Competitive Integrated Employment. i2i is preparing to host a pre-conference to its semi-annual conference on CIE.

The Goals for the Summit are as follows:

1. Learn about New Funding and Initiatives for Competitive Integrated Employment in North Carolina.
2. Determine ways to include all perspectives as the state increases Competitive Integrated Employment opportunities.
3. Find common ground.
4. Hear updated information as well as a national perspective.

Achievements and Outcomes to Date

Key themes that arose from the interviews:

General Concepts:

- There is a general willingness to move to CIE
- More education is needed for all stakeholders.
- Home and Community-Based Setting rules encourage CIE
- North Carolina should use examples/peer models
- Funding is not sufficient to offer community-based choices that meet the continuum of needs
- North Carolina should focus on a transition plan and implementation that aligns with Medicaid Transformation

Competitive Integrated Employment Engagement, White Paper & Conference (continued)

Achievements and Outcomes to Date (continued)

Addressing Needs of Individuals with Intellectual-Developmental Disability Diagnoses:

- A top priority should be around offering choice that is meaningful to the individual service-user.
- Flexibility within the framework of CIE in North Carolina is required to fit individual needs

Key considerations for making CIE successful include:

- Access to transportation to employment
- Address health equity issues around access to services
- Include provisions that ensure the safety of individuals in employment settings

Workforce and Employer Capacity Issues:

- There is concern that there are not enough employers in some areas of the State
- Benefits counseling must be robust so that individuals can be certain of how hours and wages in employment will impact their benefits
- The State must ensure that employers are trained in integrated programming and employment
- Additional discussion is needed on the future of ADVPs as a part of the service system

How can I get involved?

Contact Ann Rodriguez at i2i Center for Integrated Health at ann@i2icenter.org

Who is the contractor?



i2icenter.org

Where can I learn more and register for the Conference?

[Click here](#) to go to the i2i Conference information.

Who can I contact for questions?

Grant Administrator: Ann Rodriguez, MHA, Executive Director, ann@i2icenter.org

NCCDD: Talley Wells, Executive Director, Talley.Wells@dhhs.nc.gov

Additional Resources

[Click here](#) to download a copy of the **CIE White Paper**