**North Carolina Department of Health and Human Services**

**Division of Mental Health, Developmental Disabilities and Substance Abuse Services**

**RFA Questions and Answers**

**RFA #:** *DMH-23-012*

**RFA Title:** *Implementation of Competitive Integrated Employment for Individuals with Intellectual and Developmental Disabilities*

**Addendum Number**:

**Bidder Conference Date**: (insert date- could be not applicable)

**Questions Received Until Date**: 5/10/2023

**Questions and Responses**

1. **Question:** Could you please provide a copy of the current CIE Strategic Plan?

**Answer: The RFA is requesting development of a current CIE Strategic Plan. The most recent Strategic Plan is outdated and is no longer posted on the DMHDDSUS website but is included below.**

1. **Question:** Whenever the RFA refers to Individuals with I/DD, do you mean to include people with traumatic brain injury? Does the RFA expect the project to develop processes and materials that will support the unique needs of people with traumatic brain injury?

**Answer: Traumatic Brain Injuries before the age of 22 are considered developmental disabilities and will be included in the CIE population. The RFA is expected to develop processes and materials specific to the needs of people included with I/DD. Stakeholder groups will be convened to represent the I/DD population.**

1. **Question:** Does the RFA expect that the successful applicant, as part of the scope of work, will be responsible for directly conducting individual Career Assessments, Career Development Planning, and identifying support services needed to access community-based employment and self-employment opportunities? Or alternatively, will the successful applicant be able to conduct or participate in these services in the form of development and testing tools, as well as providing training and mentoring to service providers?

**Answer:** **The current RFA awardee is intended to further develop the assessment and career planning tools. The awardee is expected to implement these tools as well as train the providers through Provider Innovation Training. Details of this training are outlined in Section C under Programmatic Requirements and Priorities in the RFA (pages 8-9).**

1. **Question:** Does North Carolina have a data system for tracking and reporting information related to employment, including processes and services provided to result in a job (including time in those services), as well as the outcomes achieved by individuals who have acquired employment? If so, how can we access reports (such as quarterly or semi-annual summary reports) from that system?

**Answer: NCDHHS currently collects quarterly CIE data per agreement with DRNC. This data is not currently published.**

1. **Question:**  What are the relevant service definitions for supported employment, customized employment, and Community Integrated Employment (CIE)? For example, the Implementation Memorandum of Agreement on Competitive Integrated Employment for Individuals with I/DD (dated 12/8/2022) refers to “a new, three-phase service definition for state and Medicaid-funded supported employment that includes ‘discovery.’”

**Answer: New service definitions for Supported Employment have been developed for Medicaid 1915(i) and State Funded Supported Employment that include the three phases. These services are slated to roll out after 7/1/2023. The definitions are not publicly available yet, but they are in the final stage of approval and are anticipated to be released soon.**

1. **Question:**  Can you please provide a list of employment providers by county and by LME/MCO?

**Answer:** **Each MCO has a list of Supported Employment providers listed in their provider directories.**

* **Alliance Health –** [Directory Link](https://www.alliancehealthplan.org/provider-directory/search/)
* **EastPointe –** [Directory Link](https://tpmdpdc.eastpointe.net/)
* **Partners Health Management –** [Directory Link](https://www.partnersbhm.org/provider-search/)
* **Sandhills Center –** [Directory Link](https://shcextweb.sandhillscenter.org/pd/home)
* **Trillium Health Resources –** [Directory Link](https://www.trilliumhealthresources.org/for-providers/provider-directory)
* **Vaya Health –** [Directory Link](https://www.vayahealth.com/get-help/provider-search/)
1. **Question:**  Are Discovery services currently reimbursable for the employment providers? If so, what is the rate? If not, is there a known start date for the start of payment for this service?

**Answer:** **Not at this time. The discovery services are part of the new Supported Employment definitions expected to roll out after 7/1/2023.**

1. **Question:**  Can we obtain a list of the current employment provider qualifications and training requirements?

**Answer:** **Training Requirements and Qualifications are included in the new Service Definitions. The definitions are not publicly available yet, but they are in the final stage of approval and are anticipated to be released soon.**

1. **Question:**  If an agency is chosen to be a provider for CIE services, are there going to be benchmarks that will have to be met? If there are benchmarks to meet, will that be quarterly or annually?

**Answer:** **Benchmarks have not been set. There will be monthly and quarterly reporting requirements to track the progress of the Employment Assessments and Career Development Plans, Customized Employment Trainings, and Provider Innovation Trainings. Details for Reporting Requirements can be found on Pages 9-10 of the RFA.**

1. **Question:**  Can an Agency providing ADVP services apply to provide CIE?

**Answer:** **Eligible Applicants are organizations that have experience providing employment and career services to individuals with (I/DD). These organizations can be non-profit, not-for-profit, for profit, or other government agencies. To be eligible for this funding entities and organizations will have demonstrated 3 years or more experience working with individuals with (I/DD) in the capacity of assessing employment interest; identifying career/job goals, and providing guidance on educational options for individuals with I/DD. The full list of Contractor Qualifications and Capacity is detailed on Pages 10-11 of the RFA.**

1. **Question:**  Can multiple organizations partner to apply for the grant and/or collaborate on the expected products?

**Answer:** **Organizations can partner on this RFA using subcontractor relationships. Agencies and organizations may propose to subcontract portions of work provided that their applications clearly indicate the scope of the work to be subcontracted, and to whom. All information required about the prime grantee is also required for each proposed subcontractor. Agencies and organizations shall also ensure that subcontractors are not on the state’s Suspension of Funding List available at: https://www.osbm.nc.gov/stewardship-services/grants/suspension-funding-memos.**

1. **Question:**  CIE will not be offered by the current ADVP programs?

**Answer:** **Within the scope of the RFA, Provider Innovation Training will be provided to any programs seeking to offer competitive integrated employment.**

1. **Question:**  Is the plan to transition individuals in the ADVP programs to the CIE program, still a choice for the ADVP Consumers?

**Answer:** **Yes. Participation in CIE is the member’s choice to participate.**

1. **Question:**  Will the State of NC continue to fund ADVP Programs?

**Answer:** **Scope of RFA does not dictate how state funds will be allocated. There are no anticipated changes to ADVP funding at this time.**

1. **Question:**  Can one staff divide time between the ADVP Program and the CIE Program?

**Answer:** **This question is outside of the scope of the RFA.** **The RFA does not define how staff time will be split.**

1. **Question:**  Can anyone w/ a disability related to mental health or a brain injury at birth apply? And what exactly is this for?

**Answer:** **Any qualified vendor can apply for the RFA. Full list of Contractor Qualifications and Capacity is detailed on Pages 10-11 of the RFA. The purpose of this RFA is to advance the North Carolina Department of Health and Human Services’ ongoing plan to expand supported employment services and to improve and increase CIE outcomes for individuals with intellectual and developmental disabilities in North Carolina.**