



CIE Incentive Program Frequently Asked Questions

1. What is the Inclusion Works CIE Incentive Plan?

The Inclusion Works Competitive Integrated Employment (CIE) Incentive Plan was developed by the North Carolina Department of Health and Human Services (NCDHHS) to support efforts to achieve CIE for individuals with disabilities. This plan provides funding to incentivize providers who help eligible members transition to and sustain employment in CIE settings.

2. Who qualifies as an eligible member for the CIE Incentive Plan?

Eligible members are individuals identified by NCDHHS based on data collected in the quarterly data collection process. Eligible individuals must have worked in a non-CIE setting at some point between December 2023 and the present day. Members enrolled at a SPARK provider program are not eligible for the incentive payment.

NCDHHS will provide a list of eligible member IDs to Tailored Plans and providers. This list will be updated regularly as new updates to data collection get made.

3. What is a Competitive Integrated Employment (CIE) setting?

Competitive Integrated Employment (CIE) means:

- Working in the community alongside other employees without disabilities
- Earning at least minimum wage
- Getting the same workplace benefits and opportunities as other employees doing the same job
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4. How are incentive payments structured?

- **Initial Payment:** Providers receive \$2,500 for each eligible member who successfully starts a job in a CIE setting.
- **Sustained Employment Payment:** An additional \$2,500 is awarded when the member has maintained CIE for 180 days.





5. Do members need to leave their job in a non-CIE setting to be eligible for the incentive plan?

No, members do not have to leave their job in a current non-CIE setting to be eligible for CIE incentives. The plan is focused on helping members start a job in a CIE setting. It is the person's choice if they want to work at more than one place of employment.

6. Do members have to stop ADVP/ILOS services if they want to start work in a CIE setting?

No, members do not need to stop receiving ADVP/ILOS services to begin work in a CIE setting. ADVPs continue to deliver important services that contribute to a member's meaningful week.

7. How and when should providers submit data for the incentive payments?

Providers must fill out the appropriate form and submit it to their Tailored Plan for review. Forms can be submitted at any time after the member begins a job in CIE. Payments for eligible members will be issued on a quarterly basis.

8. What is the role of Tailored Plans in the CIE Incentive Plan?

Tailored Plans act as intermediaries between providers and NCDHHS. They collect member data from providers, review the submissions, and ensure all CIE Incentive Plan criteria are met. Tailored Plans then report this information to NCDHHS on a quarterly basis to distribute incentive payments to providers.

9. How and when does NCDHHS process and distribute the incentive payments?

NCDHHS reviews the data submitted by Tailored Plans every quarter. Once the data is verified, NCDHHS calculates the total incentive payments to be distributed to providers. Funding is sent to Tailored Plans, who are responsible for disbursing payments to providers within four weeks.





The review timelines for NCDHHS are done on a quarterly basis. Eligible member information must be submitted by the following deadlines to receive a payment during that cycle of payment distribution:

- 10/16/2024
- 1/16/2025
- 4/17/2025
- 7/16/2025

10. What is the duration of the CIE Incentive Plan?

The CIE Incentive Plan runs from July 1, 2024, to June 30, 2025. Eligible expenditures must occur within this period. Incentive payments cannot be issued retroactively for employment achievements before this date.

11. What happens if a member doesn't meet the CIE criteria within a reporting cycle?

If a member does not meet the CIE Transition Criteria during one reporting cycle, they remain eligible for transition and can be reported in future cycles once the criteria are met.

12. Who receives the incentive payment?

Incentive payments are to be distributed from Tailored Plans to the provider or contractor who offered employment supports or services to help the member to achieve CIE.

13. Who should providers contact for further questions?

Providers should reach out to their Tailored Plan point of contact for specific questions related to their submissions and the reporting process. Please [send an email](mailto:DMHIDDCONTACT@dhhs.nc.gov) to DMHIDDCONTACT@dhhs.nc.gov

