



NC Department of Health and Human Services

# **Competitive Integrated Employment (CIE) Update**

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# Why are we talking about Competitive Integrated Employment (CIE)?

- In 2022, DHHS entered into a Memorandum of Agreement (MOA) with Disability Rights NC (DRNC) to increase access to/promote more Competitive Integrated Employment (CIE) for People with Intellectual and Developmental Disabilities.
- DHHS created a strategic plan.
- DHHS committed to some actions.
- Today I am going to update you now on that plan.

# What is Competitive Integrated Employment (CIE)?

Work that is performed on a full-time or part-time basis where a person with an intellectual or developmental disability is:

- Paid at or above minimum wage compared to rate paid to a person without a disability doing similar duties and with similar training or experience
- Receiving the same level of benefits provided to other employees without a disability in a similar position
- At a location where the employee interacts with other individuals without disabilities
- Presented opportunities for advancement similar to other employees without disabilities in similar positions.

# Why are we talking about Competitive Integrated Employment (CIE)?

- Because we want to be sure that people with I/DD to have choice.
- Because we want to ensure that people can work in integrated setting for fair pay if that is the person's CHOICE.
- Because we want to offer more options for people with I/DD.
- Because everyone has a right to work if they want to!
- Because we want to support providers who might want to update the tools they use to help people with employment.
- Because we want to celebrate and expand great practices here in NC.

# What is DHHS Doing to Support More Competitive Integrated Employment?

We are NOT shutting down admissions  
to ADVP  
(Adult Day Vocational Programs)

# What is DHHS Doing to Support More Competitive Integrated Employment?

We are updating our website and doing some clearer communication about our CIE efforts for members and providers.

We will implement the new Medicaid and State-Funded **Supported Employment** service.

DMHDDSUS, DVR, and DHB are working closely together. All of our programs and processes should work together!

# What is DHHS Doing to Support More Competitive Integrated Employment?

We are issuing an RFA (very soon) for a vendor to help us with the following:

- Convene an advisory group (consumers, providers, community stakeholders)
- Do a thorough assessment of what employment support is currently available in NC and where we have some opportunities
- Update our strategic 5-year plan
- Help NC create career assessment tools and career development plans and a person-centered process for using them
- A media campaign letting everyone know about employment opportunities
- Training opportunities for providers, including providers who want to serve as peer mentors