



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

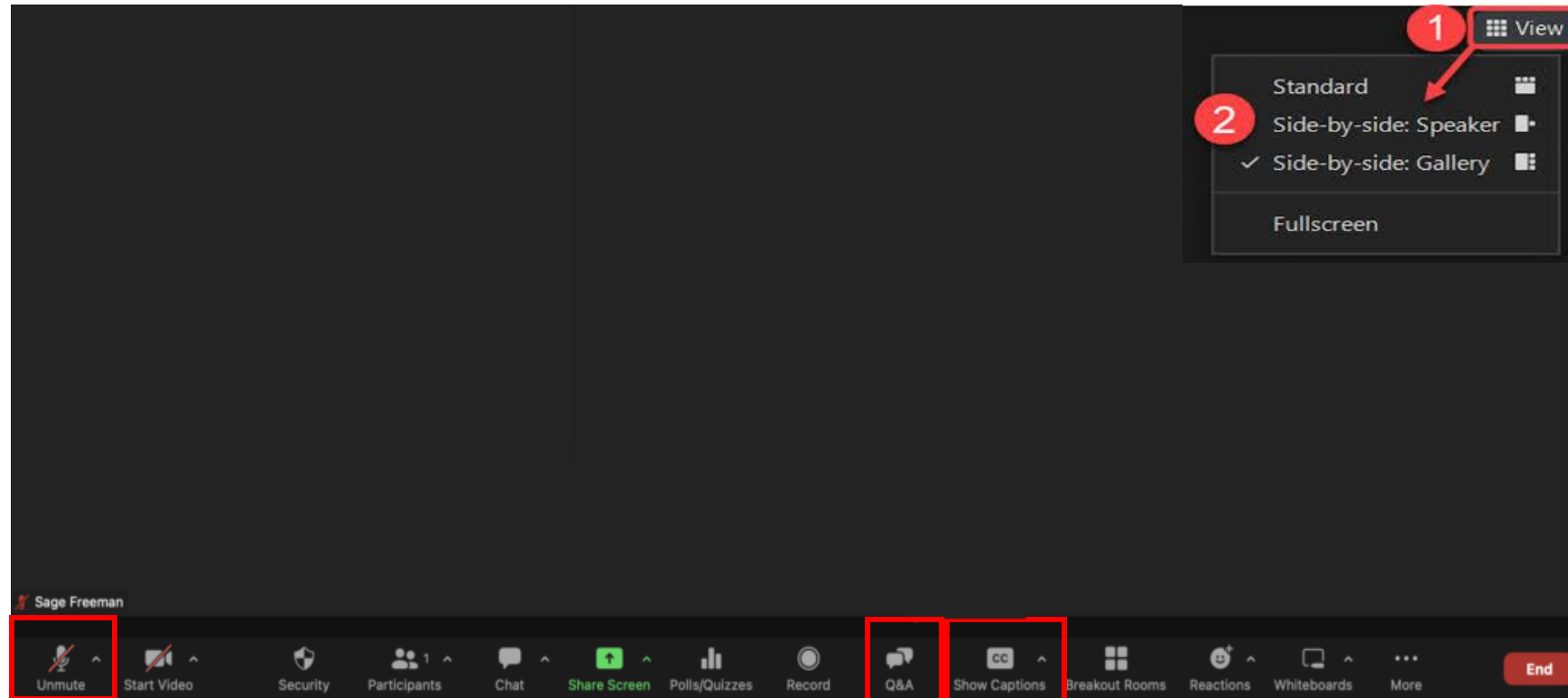
Inclusion Works Lunch & Learn Series

Developmental Disability Awareness Month

March 19, 2025



Housekeeping



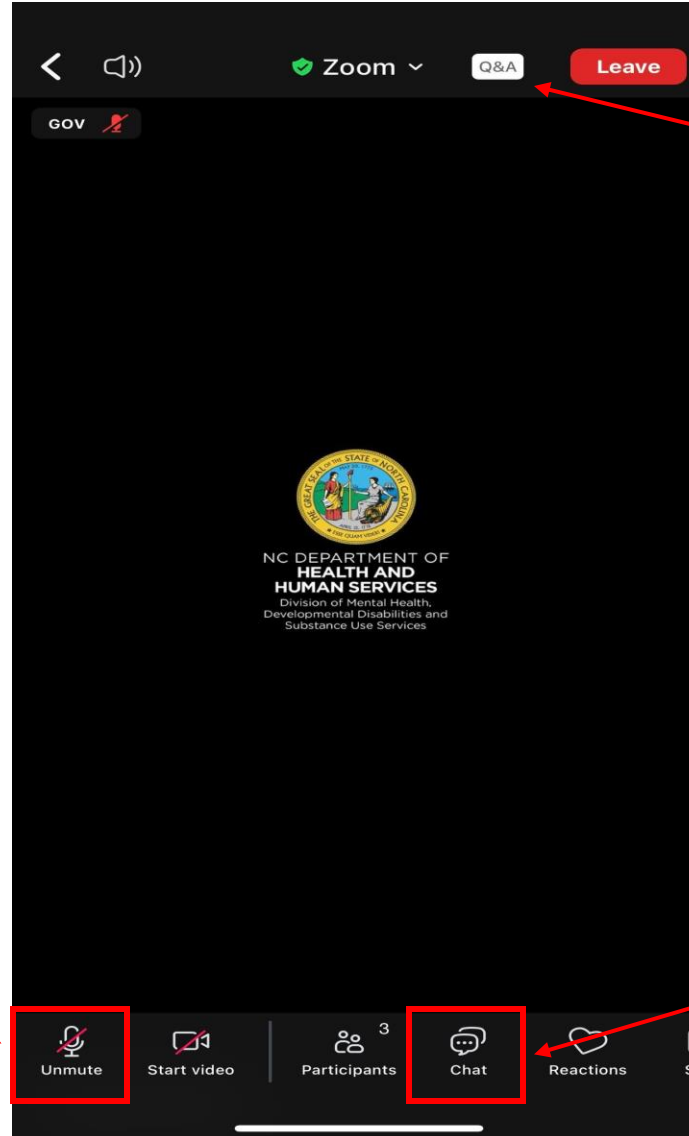
To adjust video layout:
1) Select the "View" feature located in the top-right hand corner of your screen and 2) select the option that best works for you

Mute your microphone for the duration of the call unless you are speaking or asking questions

Questions can be entered in Q&A feature by clicking this button

Closed-Captioning options are available: Select "Closed/Show Captions"

Housekeeping – Mobile Attendees



Questions can be entered in Q&A feature by clicking this button

Mute your microphone for the duration of the call unless you are speaking or asking questions

The chat function will be disabled during the call. Please submit questions using Q&A feature

Agenda

1. Inclusive Jobs Video
2. History of Employment and I/DD
3. Spotlights
4. Employer Connections and Benefits
5. Stay Connected!



Introductions



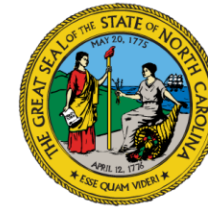
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NCDHHS



Work Together NC
Possibility to Opportunity

Lunch & Learn – Schedule Change

Join Us on June 18th, 2025 for a special

Panel of Employers

in NC who will discuss their work and their inclusive hiring practices inclusive hiring practices in NC

Inclusive Jobs - Video



Inclusive Jobs



History of Employment and I/DD



March is National Woman's History *and* Developmental Disability Awareness Month!



Employment is crucial for individuals with Intellectual and Developmental Disabilities (IDD) to achieve independence and social inclusion.

We will cover history, key laws, influential figures, employer benefits, strategies, and resources in North Carolina.



Developmental Disabilities Awareness Month

- President Reagan officially recognized March as **DD Awareness Month** in **1987**
- **Increase public awareness** of the needs and the potential of Americans with developmental disabilities
- **Provide encouragement and opportunities** for all individuals to lead productive lives and achieve their full potential



National Legislations and Protections

Early 20th Century: Limited employment opportunities; institutionalization was common

Rehabilitation Act of 1973: Prohibited discrimination based on disability in programs receiving federal funding

Americans with Disabilities Act (ADA) of 1990: Ensured rights and accommodations in the workplace. ADA Amended in 2008

Olmstead v. L.C., 1999: Supreme Court ruling against unjustified segregation of disabled individuals

WIOA (Workforce Innovation and Opportunity Act), 2014: Promoted workforce innovation and opportunity for disabled individuals



Section 504 of Rehabilitation Act of 1973

Section 504 prohibits disability discrimination in any program or activity receiving federal assistance.

Ensures **equal access to education, employment, and other public services** for people with disabilities



New protections under Section 504:

- Equal opportunity to benefits from education as students without disabilities
- Equivalent, not identical, services or programs must be provided
- **Reasonable accommodations**

This important piece of legislation led to the improvement of inclusive practices within schools and paved the way for future legislation to further ensure individuals' rights to live and work in their communities.

North Carolina Legislations and Protections



North Carolina Persons with Disabilities Protection Act 1985: Mirrors federal protections at the state level.

North Carolina Employment First Policy 2019: Prioritizes Competitive Integrated Employment for individuals with disabilities.

2024-2028 North Carolina Unified State Plan which outlines a roadmap for North Carolina accomplishing the mandates outlined in Workforce Innovation and Opportunity Act (WIOA).



Inclusion Works

Inclusion Works is one of several programs under the **NCDHHS Olmstead Plan** designed to improve community inclusion for people with disabilities

Our Mission:

Inclusion Works is committed to expanding supported employment services and to improving and increasing CIE for individuals with I/DD in North Carolina by:

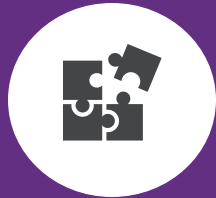
- Ensuring that individuals with disabilities have more **choices and options**
- Supporting providers to **update the tools and processes** they use to help individuals with employment
- **Partnering with community services** (including ADVP/ILOS) to support individuals with I/DD and contribute to a meaningful week



Inclusion Works

We work together with **individuals with lived experience and their families** to help guide and inform how to best support individuals to reach their employment goals.

Some exciting plans coming soon...



Customized
Employment in NC



Benefits Counseling
Services and DB101



Provider Innovation
and Business
Transformation



Improving access to
Transportation
services

Stay tuned! Full description of the goals and strategies to improve CIE in NC will be released in upcoming **Strategic Plan for CIE**

Spotlights

Temple Grandin

Is a **scientist, professor, and autism advocate**. Born on August 29, 1947, in Boston, Massachusetts, Temple was diagnosed with autism early in life. She became a leading voice in neurodiversity awareness. Now a professor at Colorado State University, she champions employment inclusion for individuals with IDD, proving that neurodiverse minds bring unique strengths to the workforce.

- ✓ **Author & Speaker** – Educates on neurodiverse talent in the workforce.
- ✓ **Industry Impact** – Revolutionized humane livestock handling, proving IDD individuals excel in STEM and trades.
- ✓ **Inspiring Role Model** – Empowers organizations to create meaningful careers for neurodiverse individuals.



🎬 Fun Fact: HBO's *Temple Grandin* (2010), starring Claire Danes, won **7 Emmy Awards** and authentically portrayed Grandin's impact on autism awareness and employment advocacy.



Disability Inclusive Employers in North Carolina

The **Division of Employment and Independence for People with Disabilities (EIPD)** has partnerships with large and small businesses across the state.

Individuals with I/DD have found success working at the following companies (and more!)



CIE Spotlight

- ▶ Provider success story with **Durham Exchange Club Industries (DECI)**.
- ▶ **Four** eligible participants have transitioned to CIE jobs.
- ▶ Provider has earned **\$10,000** and will earn an additional **\$10,000** when individuals reach six months.
- ▶ Participants are **earning more money** per hour and working in **integrated environments**.



Employer Connection and Benefits

EMPLOYER SERVICES

We connect employers to job-ready candidates and a wide variety of no-cost services and resources.



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Employment and Independence
for People with Disabilities

RECRUITMENT

We assess your workforce needs and pre-screen our talent pool to identify candidates with required skills and experience for the job.

ONBOARDING

When our candidates become your new hires, ongoing support ensures that they continue to be a good fit.

RETENTION

We can help you retain high-value employees that acquire a disability and consult on accommodations and workplace modifications that help your workforce stay productive.

INCLUSION TRAINING

Customized disability awareness and workplace inclusion training equips business leaders with the knowledge, skills and tools to create a workplace where all employees can thrive.

TECHNOLOGY SOLUTIONS

We offer expert assistance to help identify tools, devices and resources that improve productivity, retention and inclusion of all employees.

FINANCIAL INCENTIVES

We help you understand and access tax credits and other financial incentives available to businesses that hire our candidates.

Learn more: www.ncdhhs.gov/eipd

An Untapped Talent Pool

- **1 in 5 adults has a disability**
- **With higher-than-average rates of retention and safety, disabled workers can provide a high return on investment**
- **Workers with disabilities often excel at problem solving, innovative thinking and other high-demand skills**
- **More than 95% of HR Professionals report that **employees with disabilities regularly perform the same or better than their peers without disabilities**¹**

1 - Society for Human Resource Management Workforce Survey, 2020



Work Together NC

Possibility to Opportunity





What is the IDD Inclusive Employer Alliance?



Work Together NC

Possibility to Opportunity

- A network NC based employers to transforming their workforce through inclusive practices.
- It's free!
- Combat labor shortages and tap into the benefits of inclusion
- Receive training in IDD inclusive practices, support, and potentially mentorship
- “Walk the Talk” when it comes to diversity, equity, inclusion
- Receive recognition for your efforts (if desired)– a window sticker, social media shoutout, listed on Work Together NC’s website

Coffee Talks for IDD Inclusive Employers



Sept 19, 2023
Hotel/Hospitality Industry
Employers in attendance



December 5, 2023
Senior Living Industry Living
Employers in attendance



February 20, 2024
Self-Advocates and Retail
Service Industry Employers in
attendance

Hosted at the Chapel Hill-Carrboro Chamber of Commerce

Coffee Talks for IDD Inclusive Employers



February 2024 at the CH-Carrboro Chamber of Commerce
~A general employer audience—
many childcare providers in attendance!



April 2024 at the Junction, sponsored by the Downtown Partnership
~Primarily downtown CH employers

Expansion! A Guidebook for Hosting a Coffee Talk

“Coffee Talks”: A replicable model of employer engagement promoting Disability Inclusion in the Workplace



Attention employers and hiring managers!

YOU'RE INVITED...



To a Breakfast Eye Opener to learn how to recruit an underutilized talent pool you may not have yet considered: people with intellectual and developmental disabilities.

Presented by...

WHEN

August 28th,
8-9:30am
(2024)



Work Together NC
Accessibility to Opportunity



WHERE

Downtown
Holly Springs
(location
TBA)

Event Sponsor:



ENDURANCE
FENCE SOLUTIONS, LLC

Expanding to other chambers and organizations hosting in North Carolina, but guide book nation-wide

What employers are saying...



“Hearing the thoughts of both panels was extremely rewarding. Also, thank you for providing additional resources to look into. I look forward to taking the 2 hour course!”

“It got me thinking about opportunities we have for folks with IDD”

“Opened my eyes to a great pool of talent”

Excellent overview. Very well thought through and I have an excellent foundation for a future initiative for hiring

It was great to see the employees [self advocate panelists]. You have engaged my interest and commitment to your organization. The talk was well done and had good focus

I like the thought of developing “custom” jobs because there are many roles and tasks that would be typically difficult to blend into our regular jobs

Congrats to our 43 recognized IDD inclusive Employers!



Harris Teeter



candlescience



THE PURPLE BOWL



See <https://worktogethernc.com/employer-training/> for the full list

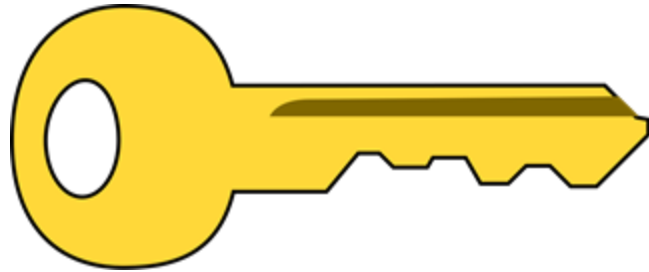


Work Together NC

Possibility to Opportunity

You too can unlock the benefits of IDD Inclusive Hiring!

<https://worktogethernc.com/employer-training/>



Learn how to support people with IDD in the Workplace via Work Together NC's self-paced training.



Employer Training Module



The online course will provide a brief introduction to IDD and guide you through several key topics related to IDD in the workplace, such as:

- Introduction to IDD Inclusion in the Workplace
- Language, Misconceptions, and Mindset Shifts
- Universal Design
- Tools for People with IDD in the Workplace
- Allyship in the Workplace
- Success Stories, Community Resources, and Next Steps

Employer Training Benefits



Upon completing the no-cost training, you will have the opportunity to apply for recognition as an “IDD Inclusive Employer,” which comes with some perks!

- An “IDD Inclusive Employer” sticker to proudly display on your storefront
- Job candidate referrals (optional) and support from local agencies with training/coaching new hires
- Quarterly mentorship/networking calls with other IDD Inclusive Employers (optional)



Work Together NC

Possibility to Opportunity

WTNC Portal



About ▾

Find Services

Toolkits

Action Plans

Resources

Events

[Find Resources](#) > An Employment Toolkit for People with Intellectual and Developmental Disabilities

An Employment Toolkit for People with Intellectual and Developmental Disabilities

This toolkit can be used in many ways! Whether you are exploring your job interests, searching for a job, or looking to improve your work experience, this toolkit is a helpful starting point. Take your time and work through it at your own pace, with support from a job counselor, teacher, or another trusted adult.

Provider Training Opportunity

WISE Online Academy **100 Series**



The Wise Online Academy (WOA) 100 Series is an online training series based on **customized employment** core competencies.

What to Expect:

- Dynamic instructors with direct customized employment experience
- Engaging sessions that empower you with tools to implement in your work TODAY
- Built-in networking and mentorship opportunities

Spring Series: April – June 2025

Completion of the 4-part course results in an ACRE Certificate of completion with a Customized Employment Emphasis.

Cost is free for North Carolina Providers

NC DHHS has reserved 30 seats for North Carolina Providers



WOA 100 Training Registration Form - Spring 2025



WOA 100 Training Registration Form – Spring 2025

1. First Name

Enter your answer

2. Last Name

Enter your answer

3. Email Address

Enter your answer

4. Stakeholder Group - select the group that best describes you:

Select your answer

5. Do you have an accessibility or language request to help you participate in this event? If so, please describe:

Enter your answer

Submit

Directions:

- 1) Open the camera app on your phone to scan the QR code
- 2) Hold down the screen over the QR code
- 3) Get transferred to web landing

- We will be sending out email reminders to sign up for course
- **30** seats available
- Link can be forwarded to other members in your organization
- Deadline to register will be **3/31/25** (or sooner if seats fill up)

Stay Connected

Inclusion Works will be attending the following conferences:

- **NCARF** – May 1st
- **i2i (Insight to Innovation)** – June 10th -11th

Inclusion Works Lunch and Learn Webinars

- **LiNC-IT Internship Program** – April 16th
- **Inclusive Employer Panel** – June 18th





Want to get connected? Check out these opportunities

Inclusion Works Advisory Committee

Purpose: To provide a forum to hear the perspectives and opinions of individuals, families, advocates, and providers around the updates and implementation of the Strategic Plan for CIE in North Carolina

Meeting Time: Third Tuesday of every 3 months at 11:00am. **Next Meeting on April 15th 2025.**

Interested in joining?

Email: Claire.Colligan@dhhs.nc.gov

Stay involved with updates from Inclusion Works!

Register for our bi-monthly [Lunch and Learns](#)



Visit the [Inclusion Works Website](#)



Join our [mailing list](#) and receive bi-monthly community updates



Questions?