



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

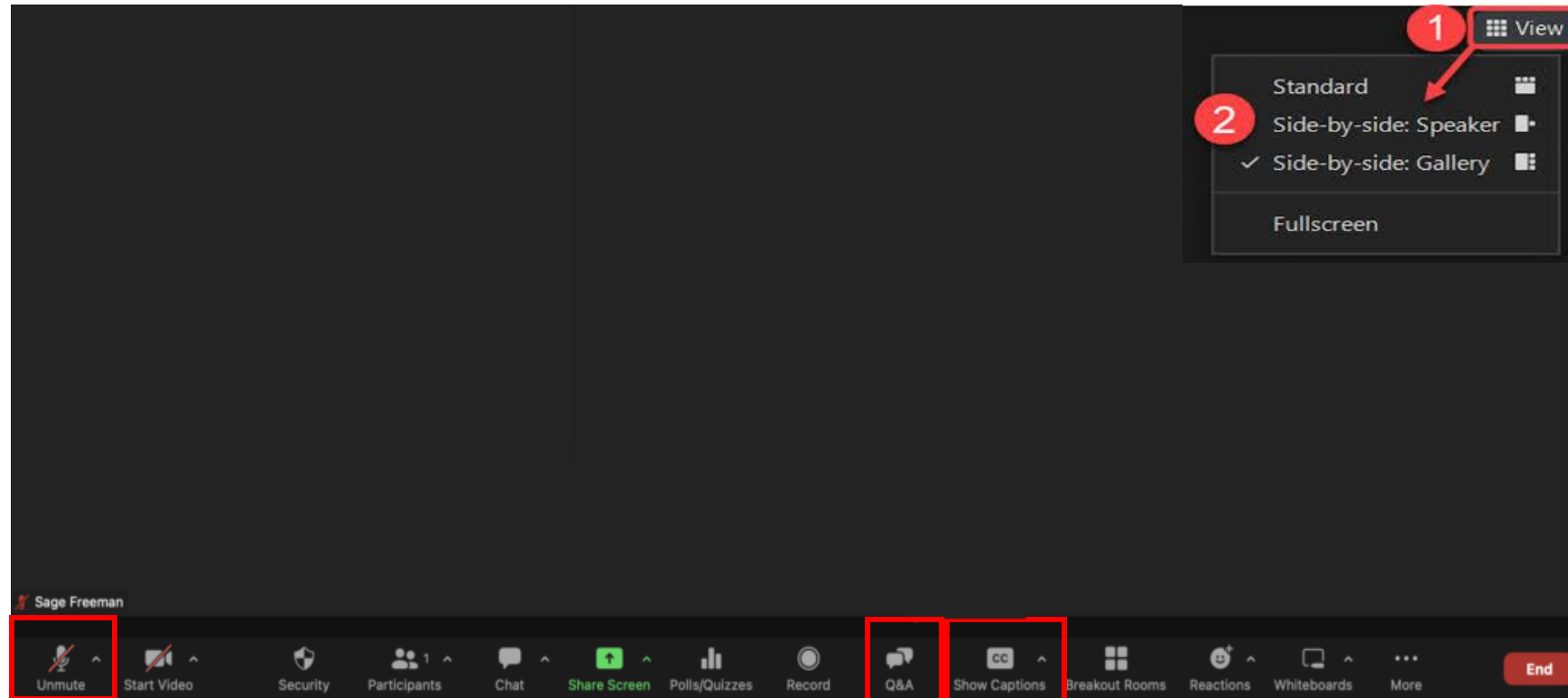
Inclusion Works Lunch & Learn Series *Employment System Models*

Adrienne Kittle
Program Specialist for I/DD, NC EIPD

February 19, 2025



Housekeeping



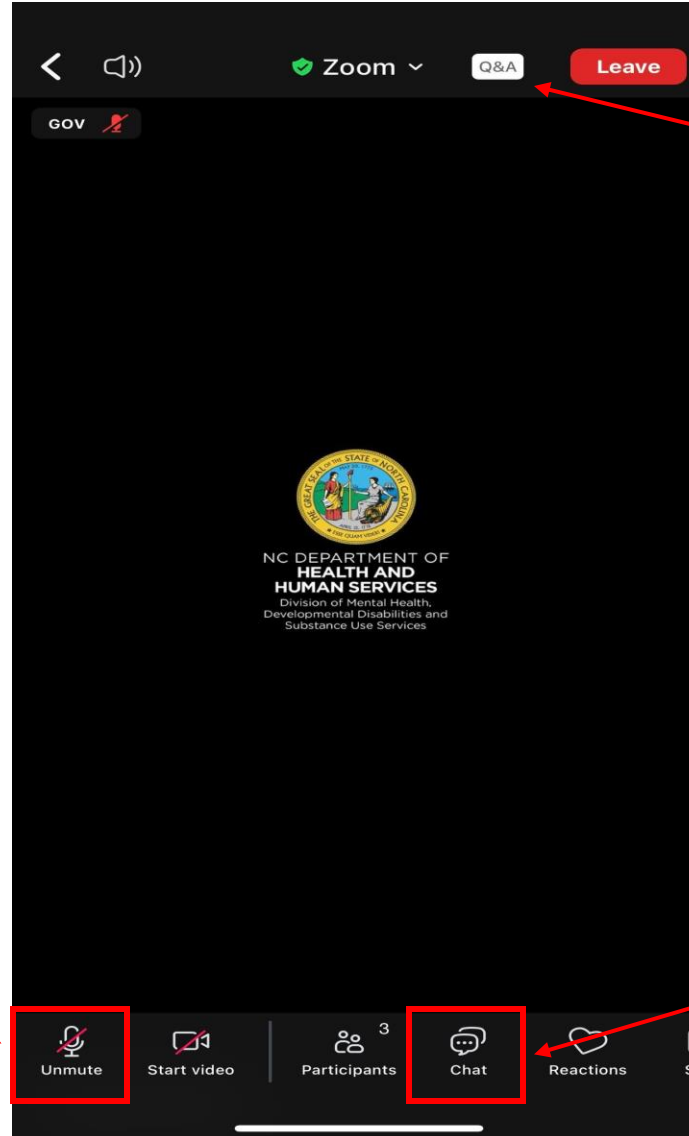
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Mute your microphone for the duration of the call unless you are speaking or asking questions

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

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Housekeeping – Mobile Attendees



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

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Introductions



Claire Colligan, MS, LCMHC, LCAS, CCS
I/DD Employment Lead, I/DD, TBI, & Olmstead
DMHDDSUS



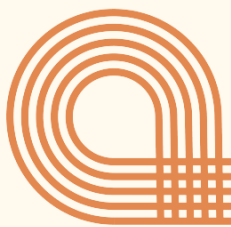
Adrienne Kittle
Program Specialist for I/DD
NC EIPD



**Your goals.
Our support.**



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



Agenda

- **EIPD New Name**
- **Employment Models through EIPD**
 - Self Employment (EIPD)
 - On the Job Training (OJT)
 - Individual Placement & Support (IPS)
 - Supported Employment
 - Project SEARCH®
- **Customized Employment**
- **Project Spark**
- **Q & A**

New Name, Same Purpose



- With input from a variety of stakeholders, including staff, and those we serve, the NC Division of Vocational Rehabilitation Services (DVRS) relaunched as the **Division of Employment and Independence for People with Disabilities (EIPD)** in April 2024.
- **EIPD's Purpose:** To help people with disabilities achieve their goals for competitive employment and more independent living in communities statewide.

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Employment Models

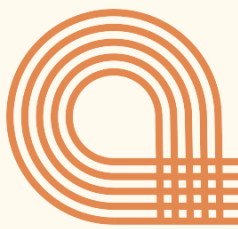
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Self Employment Services

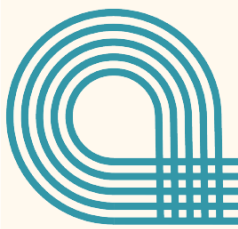
- Typically, EIPD helps individuals with disabilities who want to **pursue employment with an existing employer.**
- A small number of clients are interested in starting their **own business.**
- EIPD can provide some modest support to help launch a new business or strengthen an existing business for eligible clients.
- It is **not a grant or a loan.**





Self Employment Services

- Small Business Centers can help entrepreneurs with disabilities:
 - We strongly encourage clients interested in self-employment to seek help from resources such as a **Small Business Center (SBC)**, **SCORE (Service Corps of Retired Executives)**, or **NC Small Business Development Center (NCSBDC)**.
- These agencies can assist individuals in exploring their business model, business plan, and financial projections.



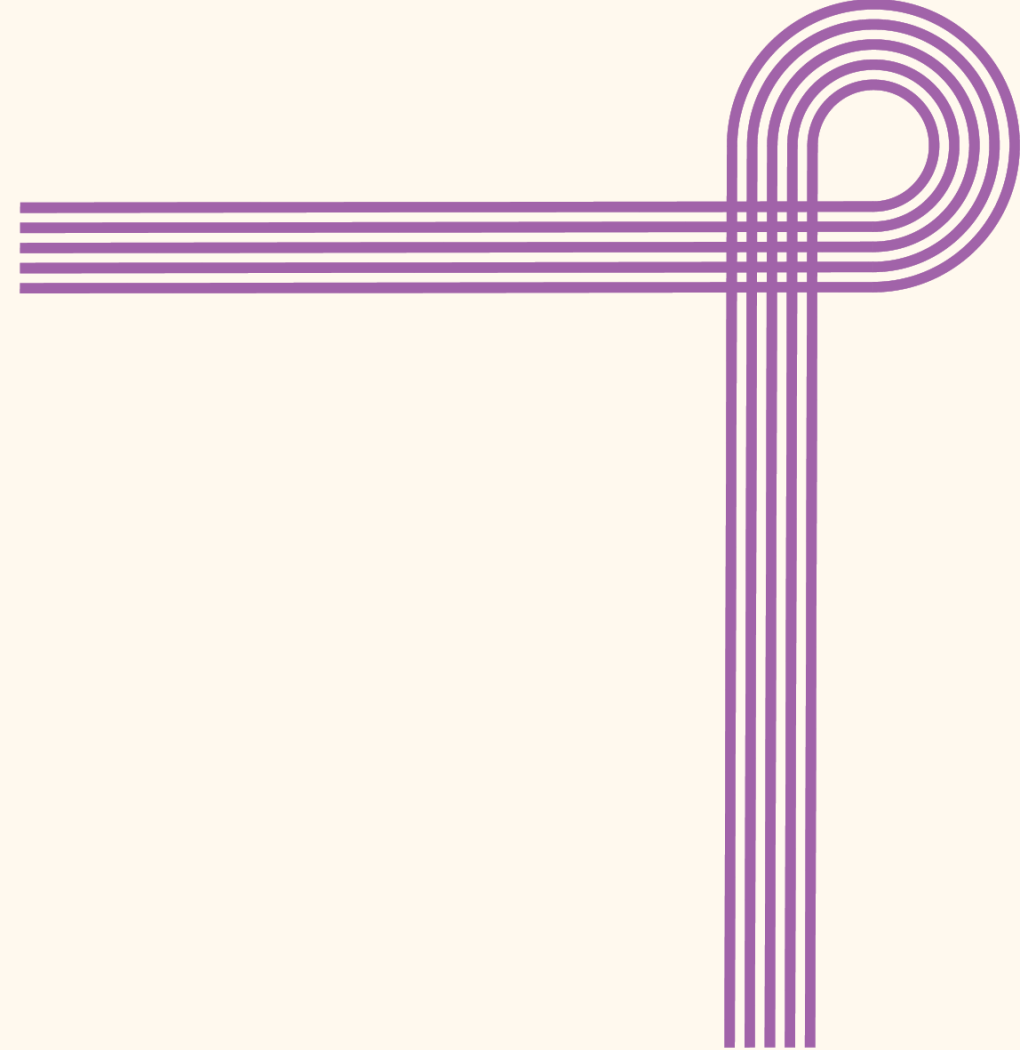
Self Employment Services

- ✓ Creating a Business Plan
- ✓ Evaluating Feasibility
- ✓ What support and funding is needed from EIPD?
- ✓ Client Contributions
- ✓ Financial Eligibility
- ✓ Approval Process

Self Employment Services

How do we evaluate Business Proposals?

- Vocational Fit
- Financial Fit
- Personality Fit
- Market Feasibility
- Revenue Feasibility
- Long Term Profitability



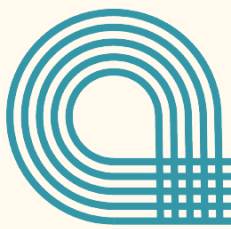


Self Employment Services

Examples of Businesses EIPD has supported:

- Medicare Insurance Agency
- Law Office
- Commercial Cleaning Service
- Home Maintenance & Repair Services
- Farmers
- Food Trailer
- Photographer
- Pressure Washing for Restaurant Kitchens





On the Job Training (OJT)

- **OJT** is a training service for an eligible EIPD client who, because of their disabling condition, **requires more specific vocational preparation** than average workers employed in the same job.
- OJT is typically coordinated for a client **before the start of employment**; however, it may be coordinated for a client still in the training and orientation phase of employment but demonstrates the need for OJT.
- EIPD can **reimburse the employer 75%** of the client's agreed upon wage for the OJT period. The employer will be responsible for mandatory employment taxes in addition to 25% of the total wage.
- With successful completion of OJT, the employer is **expected to retain the client** in employment.



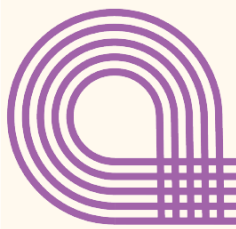
Individual Placement and Support (IPS)

- **IPS** is a person-centered, behavioral health service to assist individuals with **Severe and Persistent Mental Illness/Severe Mental Illness (SPMI/SMI)** age 16 and older pursue employment.
- Research demonstrates that individuals who obtain employment through IPS services have **increased income, improved self-esteem, improved quality of life, reduced symptoms, and reduced mental health utilization.**
- Team of support including mental health services and rehabilitation. Team consists of team lead, employment professional, employment peer mentor and a benefits counselor.
- Focus is on **Rapid Engagement** with services. No exclusion.
- Blended funding through EIPD and LME/MCO.



Supported Employment

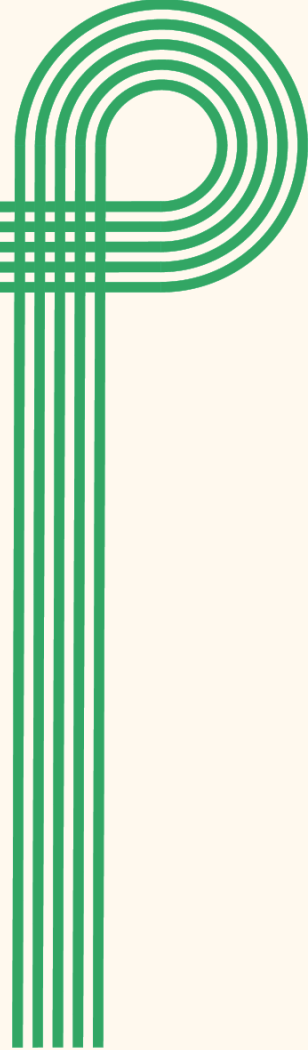
- Supported Employment services are for individuals with IDD that will require some level of **ongoing support and extended services** to maintain employment given their specific work impediments.
- EIPD is the initial/primary funding source for Supported Employment services. Extended services/long-term supports are typically funded through the LME/MCO.
- Supported Employment (EIPD) is provided by a **Community Rehabilitation Provider**. Services include an Intake, Supplemental Evaluation, Job Development/Placement, and Intensive Training (Job Coaching)/Stabilization.
- EIPD may successfully **close a case 90 days following stabilization** if the individual remains in employment and no other services from EIPD are needed.



Project SEARCH®

- A unique type of Supported Employment **program for youth and young adults with IDD** that started at Cincinnati Children's Hospital Medical Center in 1996.
- Currently, there are **781** program sites in **48** states and **9** countries.
- Focus of the program is to provide an **intensive year of career search** and internship experience with a **Business Partner/Host** in preparation for competitive, integrated employment.
- Program is a collaborative partnership using support and resources from:
 - Educational partner
 - Business Host
 - EIPD/Vocational Rehabilitation
 - Community rehabilitation provider (CRP)
 - Intellectual/Developmental Services Agency (LME/MCO)
 - Family/ Interns

Project SEARCH®



Project SEARCH® program typically supports 8-12 youth/young adults with I/DD each program year. The program consists of:

- **Classroom Instruction (60-90 minutes/day)**
 - Project SEARCH® Lesson Plans/Resource Material
- **3 Internships throughout the course of the year in the host business**
 - Internships are 10 weeks in length
 - Offer training to build and advance complex skills in preparation for employment



Project SEARCH®

- During the year, the Project SEARCH intern leads **employment planning meetings** to review internship progress, prepare for the **next internship**, and set **employment goals**.
- Employment opportunities are pursued in host business or in local community that match well with **skills learned during internships**.

Goal for Project SEARCH interns:

- Obtain competitive, integrated employment
- Year-round employment (non seasonal)
- 16 hours/week minimum
- Earning prevailing wage





NC Project SEARCH®

NC Project SEARCH

Adult Programs	4
Secondary Education School Programs	11

Host Business/Industry Breakout

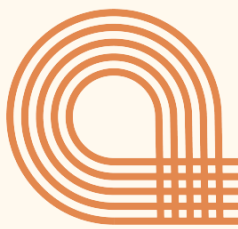
Healthcare	11
Hospitality/Resort	2
College/University	1
Museum/Biltmore	1



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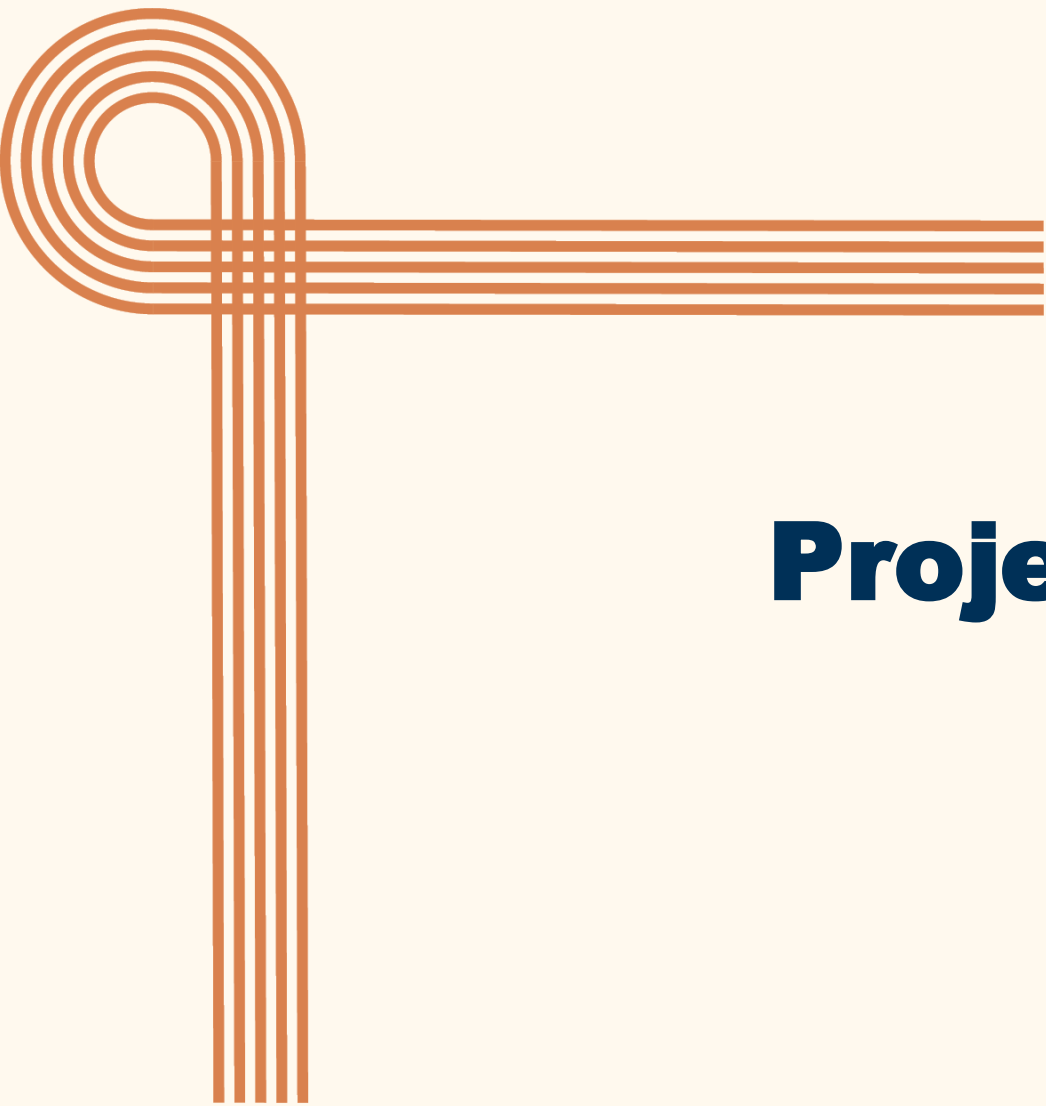
Customized Employment

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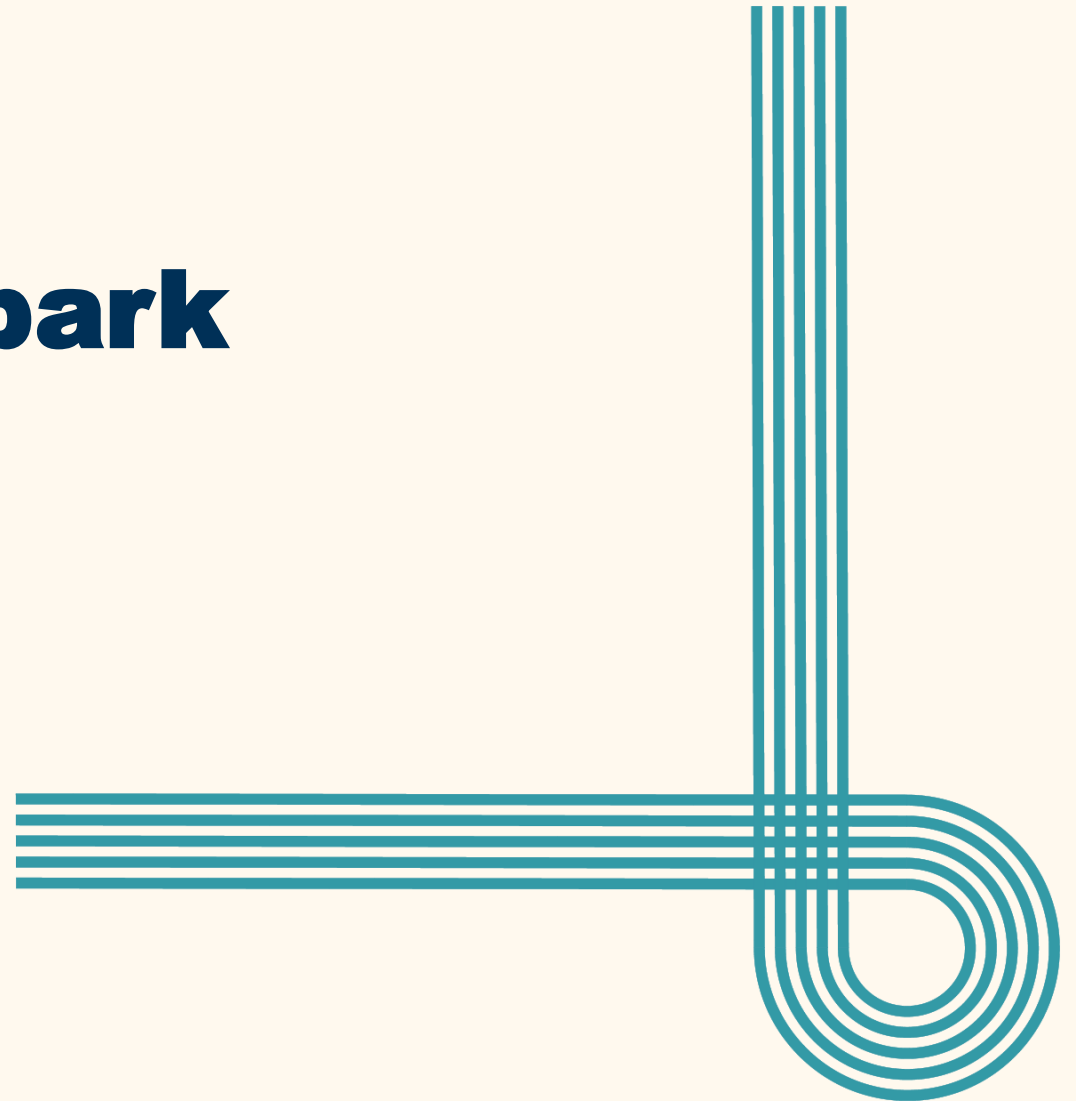


Customized Employment

- Customized Employment is a process of achieving competitive, integrated, employment or self employment through an employee and employer relationship that is personalized to **meet the needs of both (individualization and negotiation of job duties)**.
- **Guided Discovery phase** - qualitative process aimed to better understand job seeker.
 - **Strengths** - potential contributions to an employer
 - **Needs** - what supports need to be in place for success
 - **Interests** - what type of work does the individual wish to do
- **Employment is the outcome that is customized to meet the needs of the individual and employer.**



Project Spark

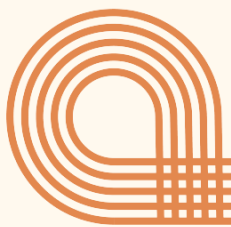




Project Spark

- NC was awarded a grant from the **Rehabilitation Services Administration** in the fall of 2022 to support individuals with intellectual/developmental disabilities (I/DD) in or considering sub-minimum wage employment to pursue competitive, integrated employment.
- Services can also be provided to those individuals who are not working because prior attempts were not successful or if an individual feels they cannot work **because of their disability**.

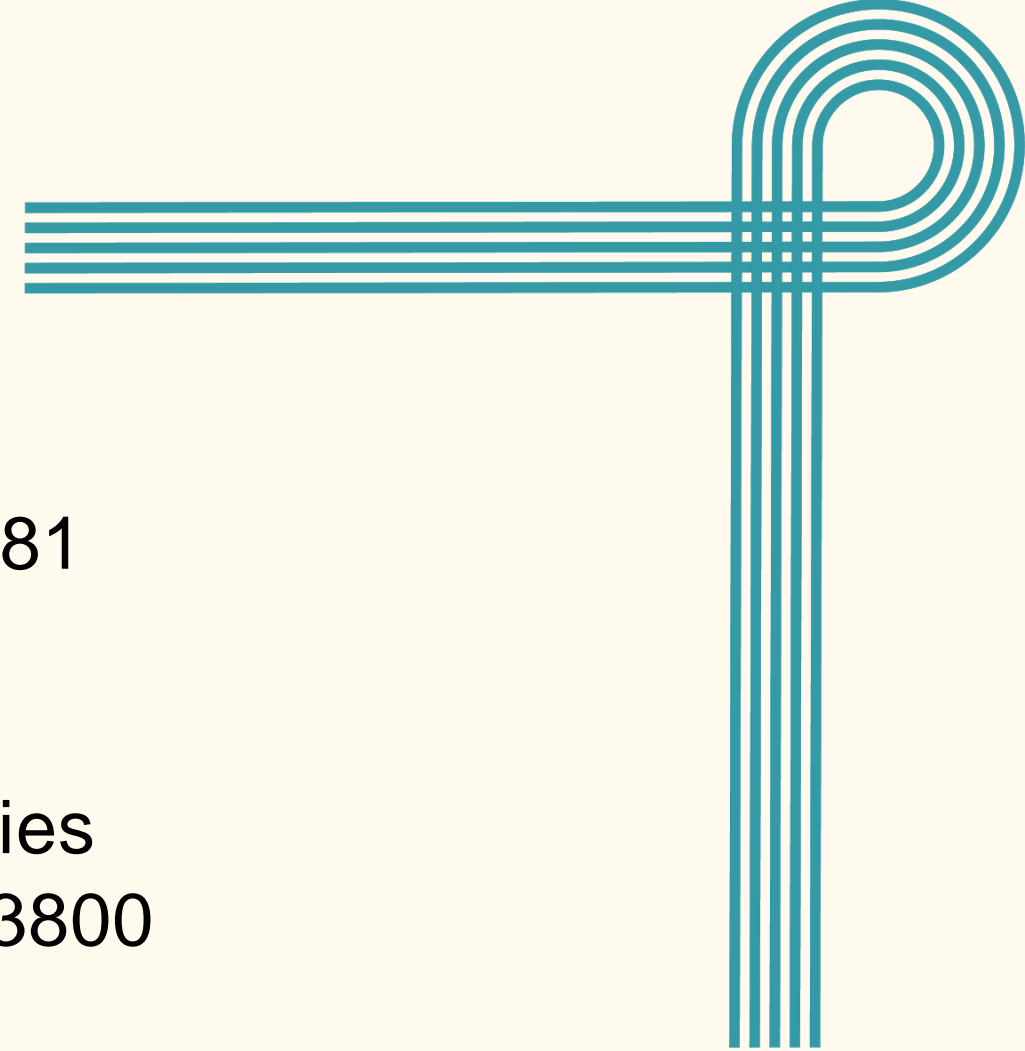




Project Spark

- **Project Spark includes a team of support:**
 - Community Navigator
 - Employment Specialist
 - Benefits Counselor
 - Peer Mentor
 - Admin Support
- **Services include:**
 - Employment services: Job exploration, job shadowing/sampling and job development/placement with job coaching
 - Wrap Around Services (community engagement)
 - Peer Mentoring
 - Benefits Counselor

Project Spark Pilot Sites



Chatham Trades

Chatham, Orange & Lee counties

- **Contact:** Jillian Stone (919) 633-3481

Tri County Industries (TCI Works)

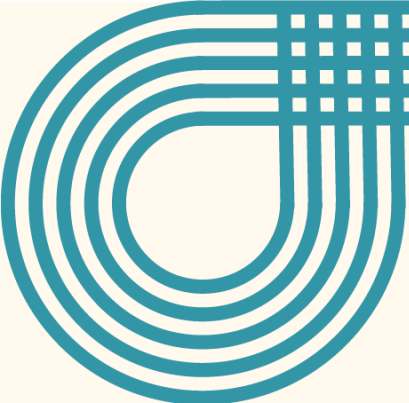
Nash, Edgecombe, and Halifax counties

- **Contact:** Kimberly Mast (252) 977-3800

Wake Enterprises

Wake, Johnson, Harnett Counties

- **Contact:** Jeannetta James (919) 578-4536



Adrienne Kittle

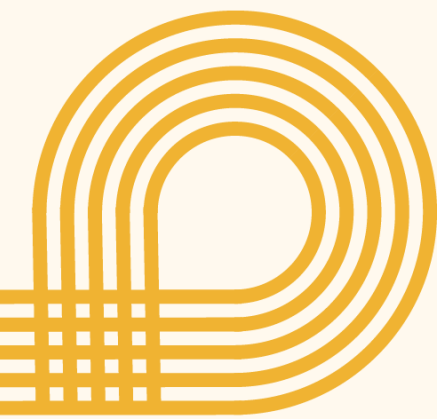
Program Specialist for I/DD

**NCDHHS Division of Employment &
Independence for People with Disabilities**

<https://www.ncdhhs.gov/eipd>

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Questions?

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- 2) Hold down the screen over the QR code you would like to access
- 3) Get transferred to web landing