



Welcome to the INCLUSION WORKS Community Update

We are excited to share new updates about Competitive Integrated Employment (CIE) in the Inclusion Works Community Update!



Stay tuned to hear about all the great things happening in Inclusion Works! New updates every other month. [Join](#) our mailing list!



INCLUSION WORKS NEWS

March is National Women’s History Month and Developmental Disability Awareness Month, a time to raise awareness about the range of developmental disabilities and promote understanding, acceptance, and inclusion.

Follow this link to read more about [Governor Stein’s proclamation](#) of March as Developmental Disabilities Awareness Month in the state of North Carolina.

Inclusion Works is dedicated to empowering individuals with Intellectual and Developmental Disabilities (I/DD) to achieve meaningful employment.

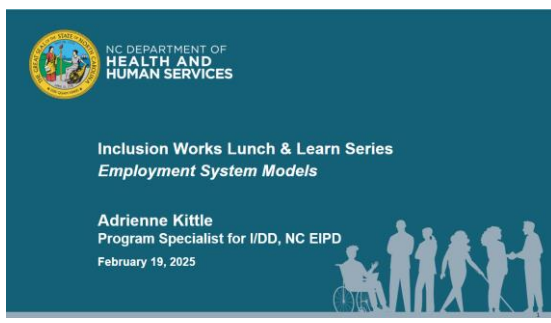
Join us for the events below celebrating the achievements of workers with I/DD and exploring ways to create more inclusive job opportunities.



KEY UPDATES

Recap the February Inclusion Works Lunch and Learn

This past February, Inclusion Works hosted a webinar to cover different kinds of employment models available through Employment and Independence for People with Disabilities (EIPD). Program Specialist for I/DD, NC EIPD, Adrienne Kittle, lead our discussion on Self-Employment, On the Job Training, Customized Employment, Supported Employment, and Project SEARCH®. We then hosted a live Q&A where members of the community could chime in.



Access the webinar [Recording Link](#) and [Presentation Link](#) here!



Inclusion Works Employment Assessment Continues

Inclusion Works is well underway in conducting site visits and completing Employment Assessments all across North Carolina!

Since January, our team has been traveling onsite to Provider Locations to conduct assessments for individuals who have completed consent forms. Each assessment is quick, taking approximately 30 minutes per member, with minimal disruption.

Employment Assessments are a critical part of the Inclusion Works program, and we believe every individual should participate in this process. We have informational resources available on our website, and you can always reach out to us directly via email.

- ✓ [Information for Care Providers | NCDHHS](#)
- ✓ [Employment Assessment FAQs](#)
- ✓ [Frequently Asked Questions | NCDHHS](#)



NACDD Wants Photos of You to Celebrate in their “We’re Here All Year” Campaign!

The National Association of Councils on Developmental Disabilities (NACDD) has announced its annual theme for DD Awareness Month 2025: [We’re Here All Year](#).

The campaign emphasizes that community, accessibility, and opportunities for people with developmental disabilities should be recognized and championed every day—not just in March.

Individuals with lived experience are encouraged to submit **one (1) photo of themselves in the community** – whether it is getting a coffee, going to work, hanging out with family or friends, etc – and sharing the story behind the photo.



Submissions are being **accepted until March 31, 2025** and will be unveiled in an online photo gallery later this spring. Learn more and [submit your photo here](#).

NCDHHS \$3 million Investment to Strengthen the Direct Support Professionals Workforce

As part of its [Direct Support Professional Workforce Plan](#), the NC Department of Health and Human Services is announcing \$3 million to recruit and retain direct support professionals (DSPs). DSPs assist people with I/DD in daily tasks and connecting to community resources. The funding will go to over 140 provider agencies and employers to improve DSP work life through bonuses, training, and childcare assistance.



NCDHHS is also launching several pilot programs including a wage protection program, a recruitment campaign, implementing a new HR system, and two mentoring programs. A second round of DSP incentives will be made available in spring of 2025. These efforts aim to create a supportive workforce to help people with I/DD live and thrive in their communities.

Follow this link to read the [full Press Release](#) on the NCDHHS website.



WAYS TO GET INVOLVED

Inclusion Works Wants to Hear From You!

Do you have a success story? We would love to hear from people who are working in good paying jobs in their communities, those who helped a person get and keep a job, and employers who have successfully hired employees with I/DD. Please reach out to [Inclusion Works](#) to share your stories!



Coming Up: NCARF 2025 Spring Conference

Conference Dates: April 30th – May 2nd
E1A Pre-conference: April 29th – April 30th

Location: Courtyard by Marriott, Carolina Beach

Join NCDHHS Inclusion Works at the 2025 Spring North Carolina Association of Rehabilitation Facilities (NCARF) Conference! Click here to view the [full agenda](#) of events.



Select [here to register](#) for the NCARF Spring 2025 conference.



RESOURCES

Helpful Links and Resources for Inclusion Works

- [Inclusion Works Initiative](#)
- [Paths to CIE Guide](#)
- [Division of Employment and Independence for People with Disabilities \(EIPD\)](#)
- [EIPD Information Request Form](#)
- [Division of Health Benefits \(DHB/NC Medicaid\)](#)
- [NC LME/MCO Directory](#)
- [Frequently Asked Questions \(FAQ's\) on CIE](#)

Meet the Inclusion Works Team

- Kelly Crosbie, Director of DMHDDSUS
- Renee Rader, Deputy Director and COO of DMHDDSUS
- Ginger Yarbrough, Director I/DD, TBI & Olmstead, DMHDDSUS
- Claire Colligan – I/DD Employment Lead -IDD/TBI/OLMSTEAD
- Tina Barrett – I/DD Team Lead, IDD, TBI, and Olmstead, DMHDDSUS
- Sandy Terrell, Chief Clinical Officer, NC Medicaid, DHB
- Pam Scott, Assistant General Counsel, OGC
- Chris Egan, Asst. Secretary for Employment & Inclusion
- Kathie Smith, Director of EIPD
- Kenneth Bausell, Sr. Dir. of Employment & Inclusion
- LaCosta Parker, I/DD Program Manager, DHB
- Tara Heasley – I/DD Policy Consultant, DHB
- Anita McMahan – Chief of Employment Services & Prog. Dev., EIPD
- Adrienne Kittle - Program Specialist for I/DD, EIPD
- Jeanna Cullinan – Comms & Special Proj., Employment & Inclusion
- Dina Reynolds – Communications Consultant, DMH/DD/SUS

If you have questions, email or call: dmhiddcontact@dhhs.nc.gov • 984-236-5045

