

INCLUSION WORKS

Inclusion Works is a NCDHHS Initiative to promote Competitive Integrated Employment (CIE) for individuals with I/DD

The name “**Inclusion Works**” represents DHHS’s priorities and values of creating a diverse and inclusive workforce. We believe North Carolina is stronger when everyone is included in our workplace and communities.

Our new icon highlights the unified support network within **Inclusion Works** with the individual at the center:



The **Inclusion Works** approach recognizes all groups in the network must work together to achieve the best outcomes



Everyone has a right to work in an integrated setting for fair pay if that is their **choice**.

Inclusion Works offers the following services to help individuals with I/DD find and maintain jobs in the community:

- Division of Vocational Rehab:
 - Career Counseling
 - Employment Assessments and Career Planning
 - Pre-Employment Transition Services
 - Job Training
 - Internships
- Supported Employment services (both Medicaid and State-funded)
- Additional services intended to lead to CIE that make up meaningful day

There are many exciting developments coming soon for **Inclusion Works**. Stay connected to learn about the 1915i Supported Employment options, new opportunities for community engagement, and Provider Innovation Training



NC Department of Health and Human Services

VR 101: What Individuals with Disabilities Should Know about Vocational Rehabilitation

Adrienne Kittle

Program Specialist for I/DD

September 20, 2023

Learning Objectives

- ★ **Mission of Vocational Rehabilitation (VR)**
- ★ **VR Process**
- ★ **Eligibility Criteria for VR Services**
- ★ **Assessment and Planning Services**
- ★ **Individualized Plan for Employment**
- ★ **Financial Assessment- when required**
- ★ **VR Services**
- ★ **Employment**



Mission of Vocational Rehabilitation (VR)

The Division of Vocational Rehabilitation Services (DVRS) helps people with disabilities achieve their goals for employment and independence.



How Does VR Help Clients?

VR helps individuals with disabilities

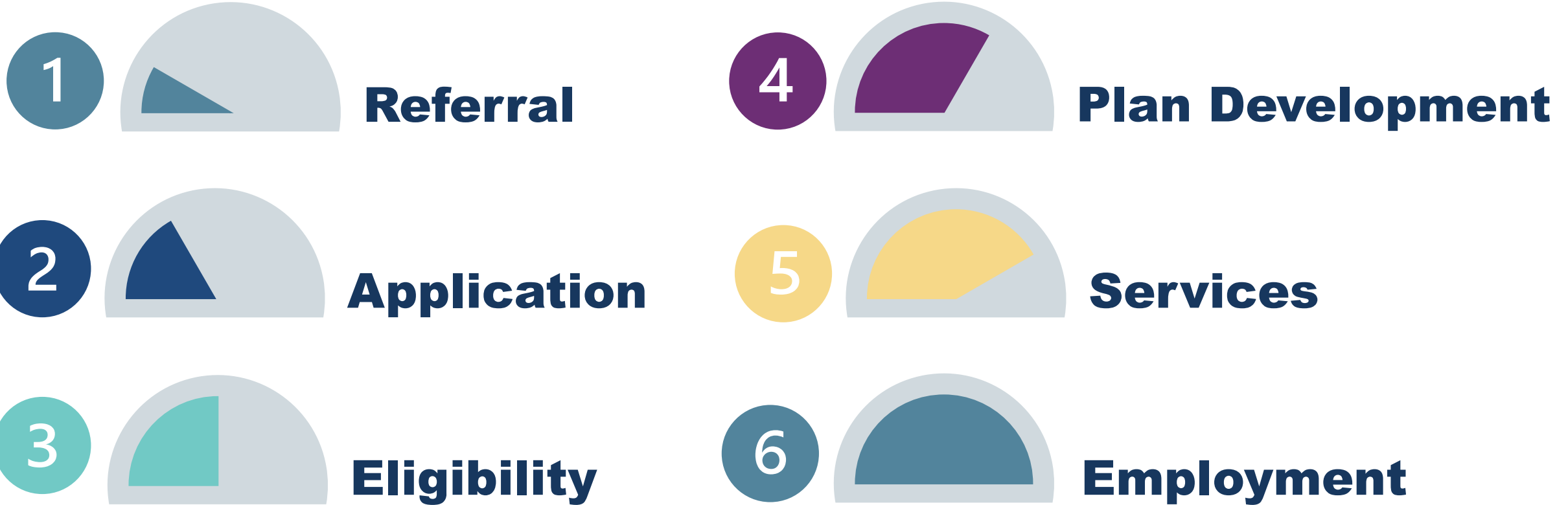
- Prepare for work
- Find a job
- Return to work
- Keep a job
- Advance in employment

We focus on abilities and new possibilities

- Exploring interests, abilities and aptitudes
- Establishing an employment goal
- Planning and delivering the services and supports a client needs to achieve goal



VR Process Steps



Who is Eligible for VR Services?



Individuals age 14+ with a disability



Interested in pursuing employment



Disability-related barriers to successful employment



VR services required to reach an employment outcome

Social Security Beneficiary Eligibility



If you receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI), you are *presumed eligible* for VR services



You will receive information on SSI/SSDI Work Incentives available to you early in the VR planning process.



You can be referred to a benefits counselor to discuss how earned income can impact benefits and how to maximize SSA work incentives.



Categories of Disability - Examples

**Physical
Disabilities**

**Developmental,
Intellectual and Learning
Disabilities**

**Mental Health
and Substance Use
Disorders**

**Hearing, Speech
and Vision
Impairment**



Assessments and Planning

1

Determine Strengths and Abilities

2

Career Exploration and Options

3

Individualized Plan for Employment

Individualized Plan for Employment (IPE)

- ☑ **Developed through VR/client partnership**
- ☑ **Establishes unique employment goal**
- ☑ **IPE includes:**
 - ☑ **Services needed to achieve goal**
 - ☑ **Funding sources**
 - ☑ **Anticipated timeframes**
 - ☑ **Client responsibilities**
 - ☑ **VR Responsibilities**
 - ☑ **VR and client signatures**



Financial Needs Assessment



Many VR services are provided regardless of financial status



Some services require assessment of financial need*



SSI/SSDI recipients meet financial needs assessment



Examination of comparable benefits



Core VR Services

**Counseling
and Guidance**

**Diagnostic &
Treatment
Services**

Training

**Rehabilitation
Technology**

**Employment
Related
Services**



Examples of Counseling and Guidance Services

**Benefits
Counseling**

Core Counseling



Diagnostic & Treatment Services Examples

**Medical &
Psychiatric appts**

Medications

**Mental Health
Counseling**

PT/OT/Speech



Examples of Training Services

**College and
University
Coursework**

**Career Training
and Preparation**

**Vocational
Training**

**On-the-Job
Training**

Internships

Job Coaching



Rehabilitation Technology Examples

**Rehabilitation
Engineering**

**Assistive
Technology**

**Vehicle
Modifications**

**Home & Workplace
Modifications**



Employment Services Examples

**Employment
Marketing Skills**

**Reasonable
Accommodations**

**Job Search
Assistance**

**Job Development
and Placement**



VR Transition Services for Students

VR Transition services help young people with disabilities explore and identify employment goals, develop an individualized plan of services that promote successful transition to competitive integrated employment, increased independence and community inclusion.

OPPORTUNITY

INTERNSHIP

VR Services for Youth and Students

Pre-Employment Transition Services

VR pre-employment transition services (Pre-ETS) provide early access to career planning, work experience, and job readiness training to support the transition from high school to college, careers and adulthood.

- Student with a disability
- Ages 14 – 21
- Signed consent form

VR Transition Services

VR transition services empower young people with disabilities to further explore and pursue career interests, identify an employment goal, and overcome challenges they face along the way.

- Youth with a disability
- Ages 14 – 24
- Completed VR application and eligibility determination



VR Pre-Employment Transition Services for Students

Pre-ETS connect students with disabilities with short-term opportunities to explore career pathways, develop in-demand skills and prepare for the future.



Independent Living Services

The Independent Living Rehabilitation Program – known as IL – connects eligible clients with services, resources and activities that lead to more independent living. Services may include:

- **Rehabilitation Engineering**
- **Home and/or vehicle modifications**
- **Independent living skills training**
- **Assistive technology training and devices**
- **Personal Assistance services**
- **Assistance with leisure activities**



VR collaborates with workforce system partners to prepare jobseekers with disabilities for careers with a future in NC.



Contact Your Local VR

Find your local office:

<https://www.ncdhhs.gov/divisions/vocational-rehabilitation-services/vocational-rehabilitation-local-offices>

Contact Information

VR Representative Info:

- **Adrienne Kittle**

Program Specialist for I/DD

Adrienne.Kittle@dhhs.nc.gov

(919) 855-3559



Questions?