



Work Together NC

Possibility to Opportunity

Administration for Community Living Projects of National Significant Grant Opportunity

This project was supported, in part by grant number 90DNCE0006 from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201.

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Principal Investigator
February 21, 2024

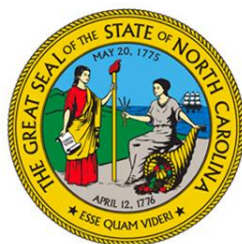


What is Work Together NC?

A Community Collaboration focused on the transition to adulthood for people with intellectual and developmental disabilities (ID/DD).



Funded by the Administration For Community Living



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

Triangle
DISABILITY
& AUTISM
Services

Gigi's
Playhouse™

Down Syndrome Achievement Centers
educate. inspire. believe.

**CHAPEL HILL-
CARRBORO**
CITY SCHOOLS



OE Enterprises

GUILFORD
County Schools
SOAR TO GREATNESS

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Agenda

- The Problem to Solve
- Our Approach
- Our Services and Work
- Ways to get Involved
- Collaboration
- Q&A



The Problem To Solve

The Problem



Many people compare the transition from school to adult life to “falling off a cliff” for individuals with disabilities



In adulthood, things are spread out all over the community, and there is no longer an IEP team in one building.



So it can be harder to get help to reach goals in areas of adult life like work, college, and community involvement.

The Problem cont.



In school, most things are in one building:

- **Friends**
- **Teachers**
- **Extracurriculars (ex. Sports, school play)**

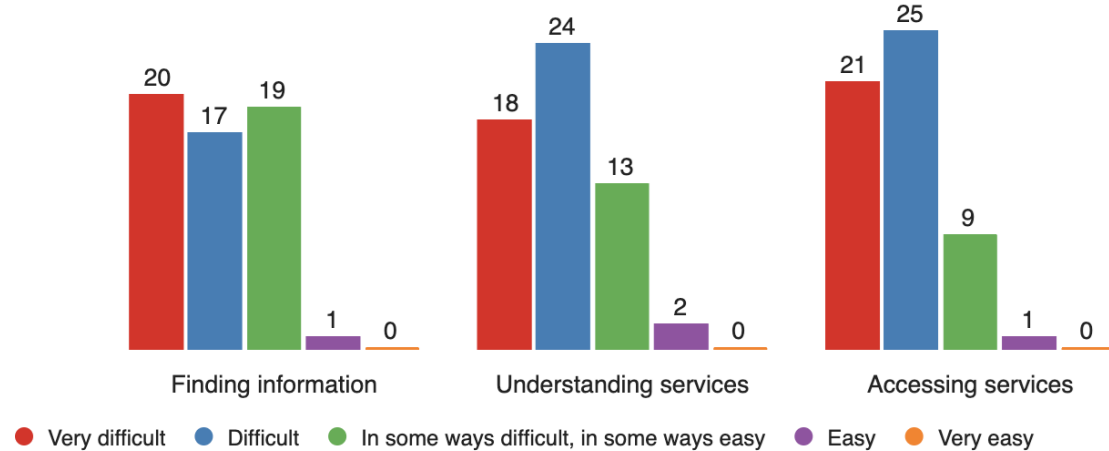
IEP Teams make sure the student has support to be successful.

The IEP team doesn't continue into adulthood.

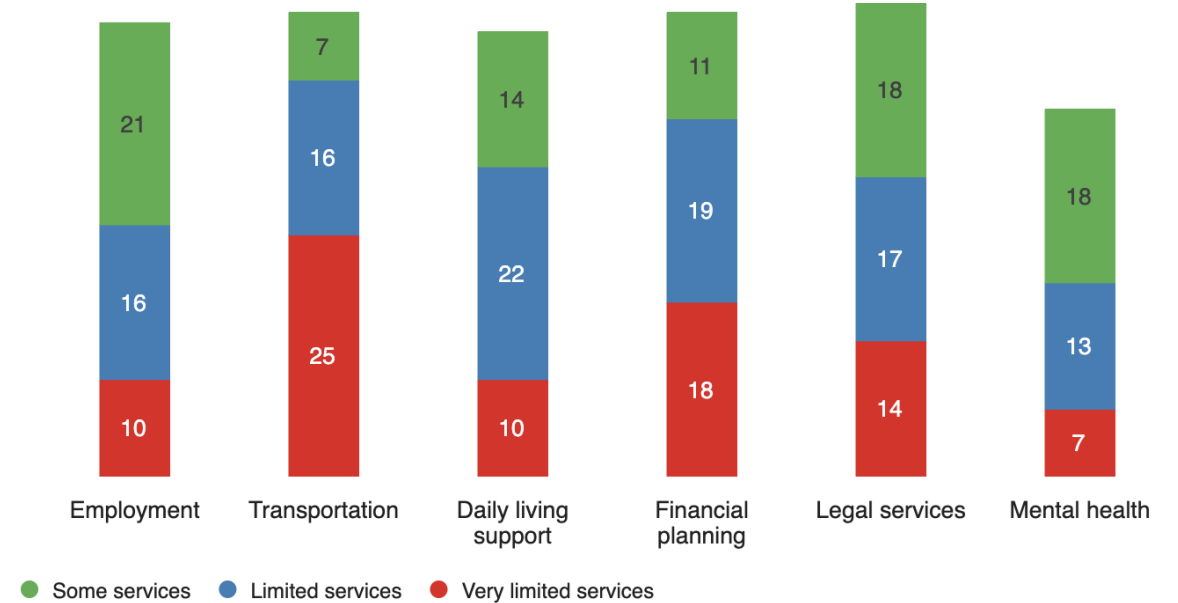
Most people with IDD and their families must try to figure it out on their own.

Highlighted Need: Services are too complex and limited

How would you describe your experience navigating services for the transition to adulthood?

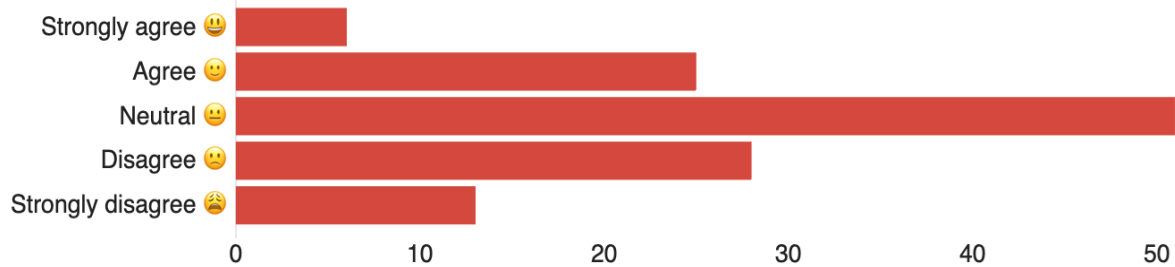


How would you describe services in the following areas of transition to adulthood for people with intellectual and developmental disabilities?

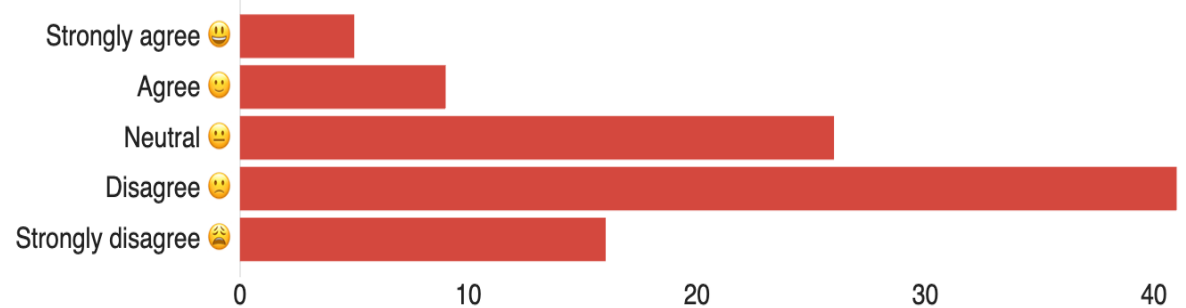


Highlighted Need: Employer Bias/Lack of Education

Q10 - Employers in my area are open to hiring people with intellectual and developmental disabilities

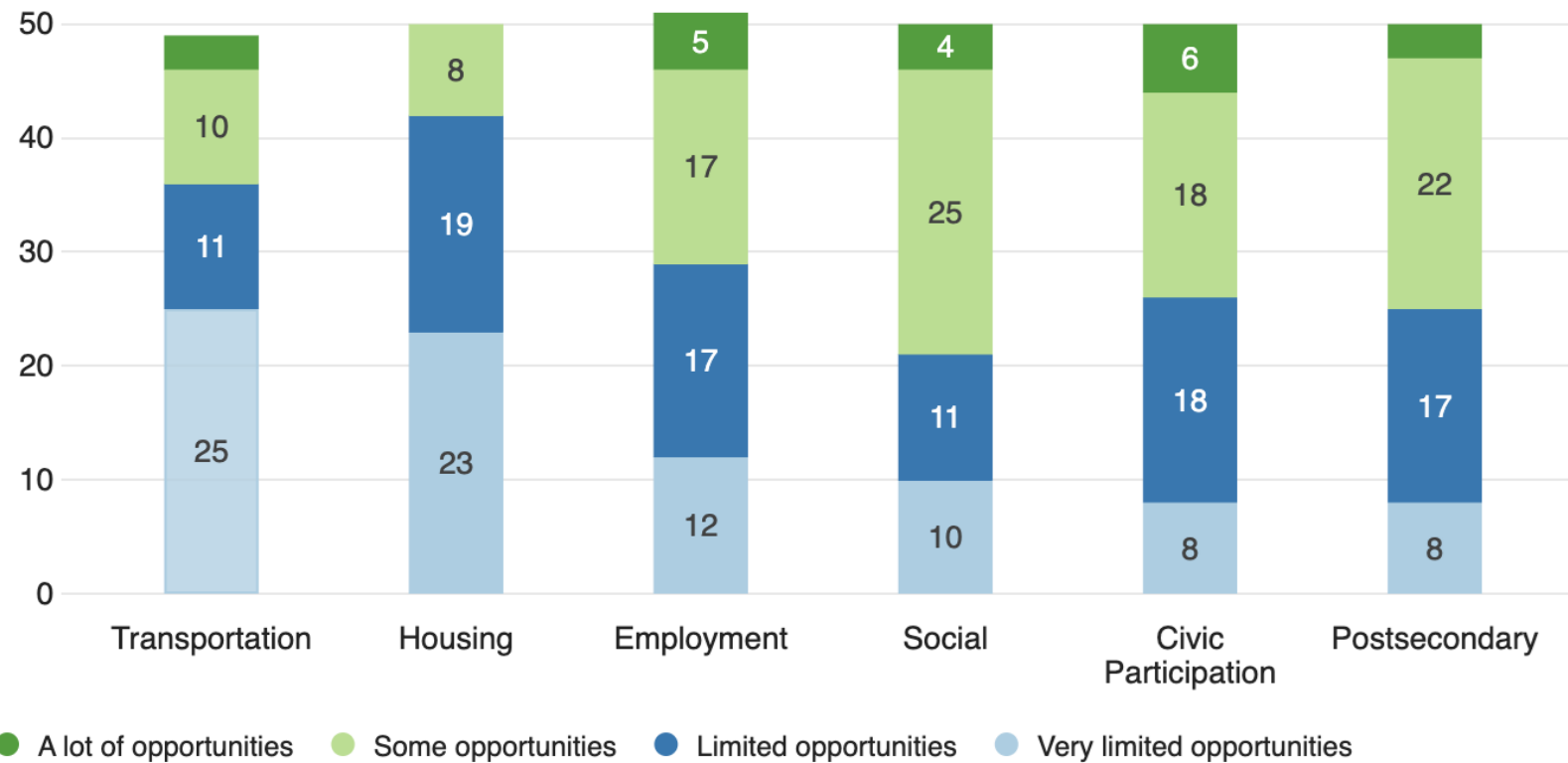


Q11 - Employers in my area understand how to support people with intellectual and developmental disabilities in the workplace



Highlighted Need: Perceived Opportunities in Adulthood are Limited

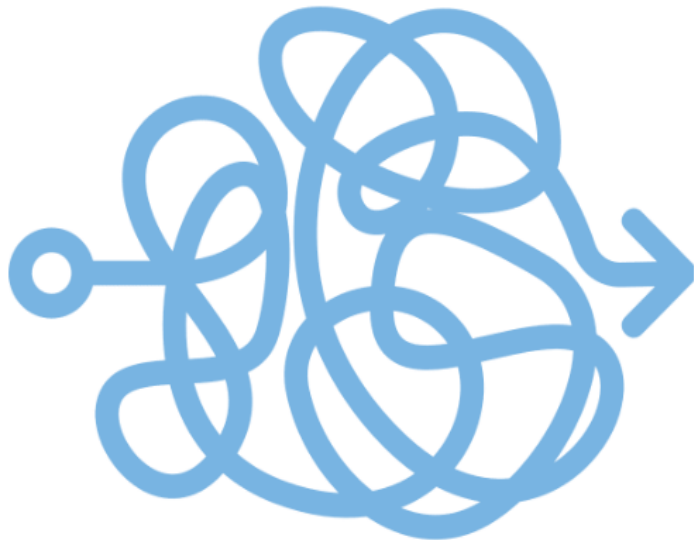
How would you describe opportunities in the following areas of transition to adulthood for people with intellectual and developmental disabilities?



Our Approach

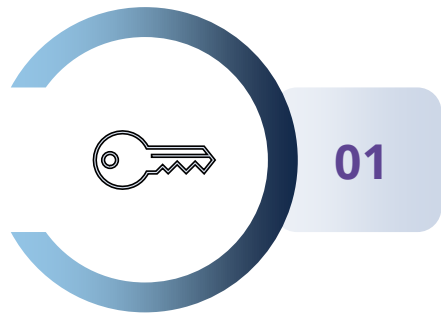
Our Common Agenda

To improve the quality of life of people with ID/DD and their families through (1) making it easier to navigate systems of support in the transition to adulthood (2) increasing access to meaningful work, continued education, and community engagement



Our Common Agenda

Using a collective impact approach to facilitate cross-sector collaboration and systems change, we aim to...



reduce complexity and increase easier access to services supporting the transition to adulthood, starting in the Triangle/Triad area of NC and eventually scaled statewide



support people with ID/DD to access and advance in meaningful work and/or continued education/training



partner with businesses to implement, sustain, and recognize the value of inclusive practices



further the inclusion of people with ID/DD in all areas of chosen participation, including opportunities for civic, leisure/recreation, and community living



disseminate highly accessible and culturally responsive resources

Our Common Agenda: Core Values

INCLUSION

Ensuring that all people of all identities at all intersections are affirmed and provided access based on their needs

RESPECT

Recognizing our differences with curiosity rather than judgment, and using those differences as an asset to the overall mission



EQUITY

Actively bringing in and valuing diversity in all areas of the initiative, including positions of power, decision making, and leadership

INNOVATION

Continuously cultivating unique ways of addressing racial, ethnic, and cultural disparities in the employment of people with IDD

Our Services and Work

IDD Inclusive Employment Alliance

INCLUSIVE EMPLOYMENT ALLIANCE

The inclusive employment alliance is a network of Triangle/Triad employers, service providers, and self-advocates committed to transforming our community through equitable access to meaningful employment.

IDD INCLUSIVE
EMPLOYER



IDD stands for intellectual and developmental disabilities. Employers who complete our trainings on inclusive hiring and workplace practices will receive this sticker to proudly display on their storefront!

Employee retention
Workplace morale
Innovation
Productivity
Customer loyalty

Businesses who hire people with intellectual and developmental disabilities see increases in...



Pictured: The owner of Purple Bowl, an acai bowl shop in Chapel Hill, with one of her valued employees!

Join the coalition & receive the support, resources, & network you need to transform your business through inclusivity.



Email
worktogethernc
@med.unc.edu

- Facilitate a more seamless pathway between individuals/service providers and a shared network of employers
- **Flips the model:** Employers reach out to Community Rehabilitation Providers, rather than service providers doing the outreach
- Provides recognition to businesses who complete the self-paced trainings and commit

Coffee Talks for IDD Inclusive Employers



**Hosted Sept 19, 2023, at the
CH-Carrboro Chamber of
Commerce
Over 40 Hotel/Hospitality
Industry Employers in
attendance**



**Hosted December 5, 2023 at
the CH-Carrboro Chamber of
Commerce
~15 Senior Living Industry
Living Employers in Attendance**

Employer 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
- Success Stories, Community Resources, and Next Steps

[View Employer Training Course](#)

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)

Join our growing list of recognized IDD Inclusive Employers!



Congrats to our first 11 recognized IDD Inclusive employers!

- [Hampton Inn & Suites- Winston Salem](#)
- [Aramark - Carolina Dining Services](#) -Chapel Hill
- [Candle Science](#) - Durham
- [Cakeable](#) - Charlotte
- [NC Down Syndrome Alliance](#) - Raleigh
- [Porters Neck Village](#) - Wilmington
- [The Graduate Hotel](#) - Chapel Hill
- [Kidzu Children's Museum](#)- Chapel Hill
- [Allegiance Coffee](#)- Concord
- [B3 Coffee](#) - Chapel Hill
- [Part & Parcel](#)- Durham

Visibility for Disability Owned & Inclusive Employers...bi-annual markets!

Inclusive Business Spring Market

April 13, 10-1 at the Blue Hill Event Center



featuring 15+
disability owned or
inclusive vendors!



Work Together NC
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Co-sponsored / hosted by
Extraordinary Ventures and
Work Together NC

Shop the April 13
Spring Market!

WorkTogetherNC.com

Search available opportunities for
people with intellectual and
developmental disabilities in NC



Work Together NC

Possibility to Opportunity

Visit worktogethernc.com

Your one-stop resource hub for navigating the
transition to adulthood

- Search resources by topic/audience/type
- Search services by type/county/MCO



<https://worktogethernc.com/>

Service and Resource Libraries

We have resources based on all your needs.



Search for programs and services based on the county you live in.

Find Services →



Customizable Action Plans combine “to-do’s” and resources to help reach personal goals for adult life.

Customize Action Plans →



Browse our resource library for self-advocates, service providers, employers, and family members.

Browse Resources →

Action Planning Tool

What opportunities are available after high school?

After high school, one may be interested in finding a job, continuing their education, or living and participating in their community. [Customize an Action Plan for all three topics](#) or select an individual Action Plan below.

EMPLOYMENT



[Customize your Employment Action Plan](#)



[Follow along with Trey's Employment Journey.](#)

[Find Employment Resources](#)

POSTSECONDARY EDUCATION



[Customize your Postsecondary Education Action Plan](#)



[Follow along with Trey's Postsecondary Education Journey.](#)

[Find Postsecondary Education Resources](#)

COMMUNITY LIVING



[Customize your Community Living Action Plan](#)



[Follow along with Trey's Community Living Journey.](#)

[Find Community Living Resources](#)

Ways to Get Involved

Interested in getting involved and/or getting added to our email list?



Employment



**Post-secondary
Education**



**Transition
Planning**



Transportation



**IDD Nonprofit
Leaders**



**Housing /
Community
Living**



We are recruiting for our research study!



Are you an adult with an intellectual or developmental disability who is between 18 and 26 years old living in the Triangle or Triad region of North Carolina?

Participate in our study looking at how young adults with ID/DD access and participate in their community

Our study involves:

- Completing 2 virtual clinical interviews over 2 months
- Completing community activity & quality of life questionnaires
- Carrying a GPS tracker & completing daily travel diaries for a 2-week period



To see if you might be eligible for our study, please contact us at:

worktogethernc@med.unc.edu

or call us at
919-445-0752

This study is funded by the
Administration on Community
Living.
UNC-CH IRB #21-3231

You could be eligible for up to \$80 in compensation.

Email

worktogethernc@med.unc.edu

if interested

Collaboration

Collaboration

INCLUSION WORKS



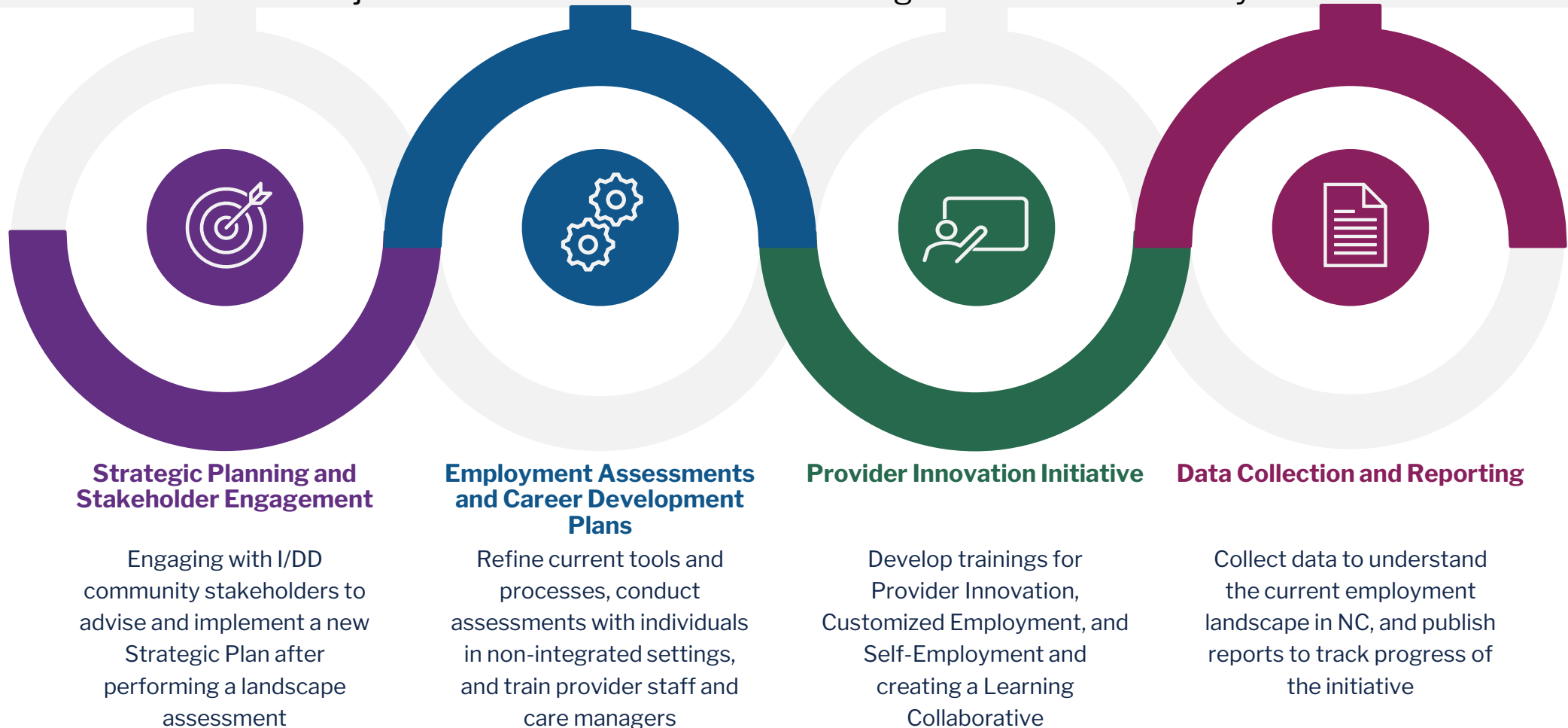
Work Together NC

Possibility to Opportunity

Inclusion Works Partnership (CIE Initiative)

Inclusion Works supports individuals with I/DD in North Carolina to find and maintain jobs in their community by expanding Supported Employment services and ensuring individuals have more options available to pursue CIE

Work Together NC and WISE will be collaborating with NCDHHS to implement new practices across the state. These are the major areas the initiative will be focusing on over the next few years:



Questions?





Contact worktogethernc@med.unc.edu with any questions, ideas, concerns, or access needs.



Work Together NC