

Inclusion Works for Tailored Care Managers

October 8, 2025

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INCLUSION WORKS

Began as a cross-divisional (DMHDDSUS, DHB, and EIPD) endeavor

Now a Cross Community Partnership:

- People with Lived Experience, Family Members, Advocates, Policy Makers, Service Providers, Legislators, Employers

And

- **YOU!**



Inclusion Works is Proud to Celebrate

- October 2025 is the 40th year of celebrating

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**NATIONAL
DISABILITY
EMPLOYMENT
AWARENESS MONTH**





What is CIE?

Competitive Integrated Employment

Workforce Innovation and Opportunity Act 1998

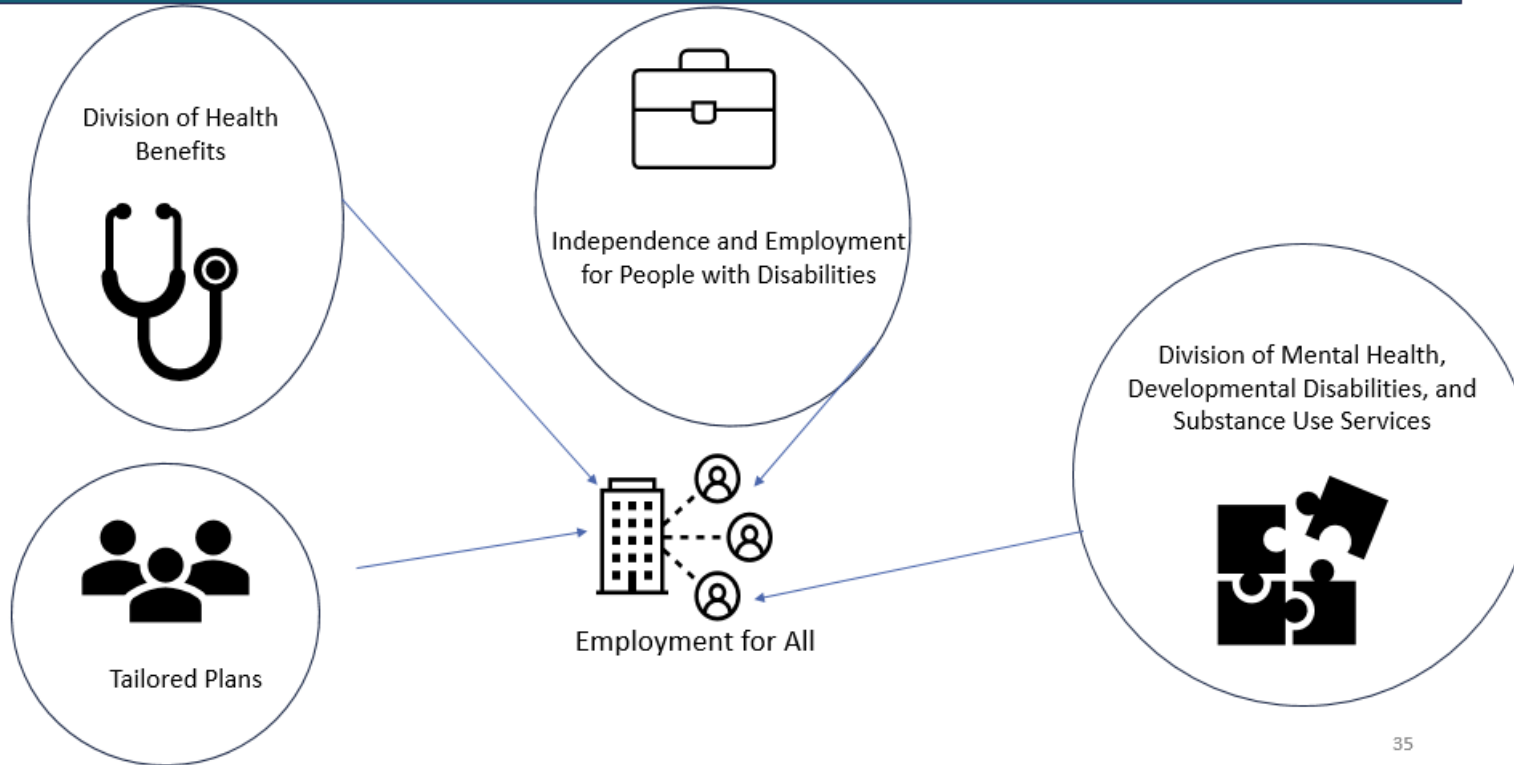
CIE is work that is performed on a full-time or part-time basis for which an individual is:

- Compensated at or above minimum wage and wages are comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience
- Receiving the same level of benefits provided to other employees without disabilities in similar positions
- At a location where the employee interacts with other individuals without disabilities
- Presented opportunities for advancement similar to other employees without disabilities in similar positions



How it Works

Inclusion Works : One Team



Adult Choices

- Adult choices can mean different things to different people:
 - Working for a company or another person
 - Self-Employment
 - Secondary Education
 - Both 2- and 4-year choices





Working With Purpose

Micah's Journey

Inclusion Works Strategic Plan

The Strategic Plan published on 8-31-25

A FIVE-YEAR roadmap to achieve employment opportunities for everyone who wants to work

Goals

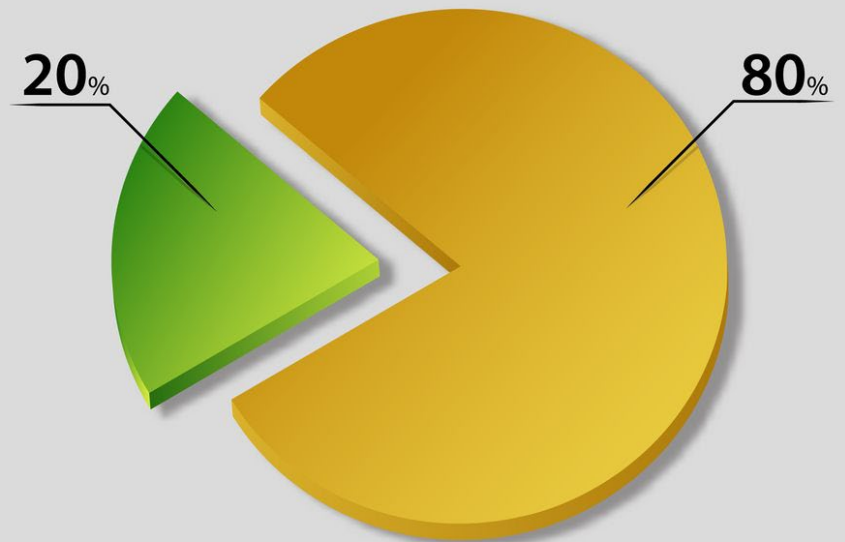
- Informed Choice
- Improve Services
- Engagement with ALL Community Stakeholder
- Maximize and Stabilize the Workforce
- Increase Employer Capacity



Employment Assessments

Inclusion Works partnered with Work Together NC to ensure Informed Choice
WTNC developed an evidence-based process
These assessments are occurring now

People who complete the assessments
are more likely to choose CIE
Up to 80%



CIE Liaisons



CIE Liaison Overview

CIE Liaisons are part of a new **collaborative** approach towards CIE supports and care management

North Carolina
LME/MCOs



EIPD

CIE Liaisons are a **joint team** of LME/MCO and EIPD staff specializing in **CIE Referrals**

Their responsibilities include:

- Working with individuals who expressed interest in CIE during Employment Assessments
- Contacting families or guardians to discuss employment options
- Sharing information and resources about the benefits of CIE and available services
- Supporting individuals to apply for EIPD or Supported Employment based on their eligibility



Relationship and Teamwork



Because our focus and mission is about getting people to work, the system we build is working.





TCM begins to assist

Work Together NC completes Employment Assessments and uploads documents to SharePoint site with EIPD.

EIPD Outreach Team Lead populates LME/MCO-specific Referral Progress Tracking sheets with member information and notifies CIE Coordinators of new referrals

CIE Coordinator identifies:

- Contact information for individual/ guardian
- Name and contact of TCM
- List of services individual is receiving/ authorized for

“Triage Meeting” to determine path of supports (SE vs EIPD) for individual and assign a Primary Case Manager based on team capacity

CIE Coordinator contacts individual and legally responsible person, supports individual to apply for EIPD or SE, and helps coordinate services

EIPD Outreach Case Manager contacts individual and legally responsible person, supports individual to apply for EIPD or SE, and helps coordinate services

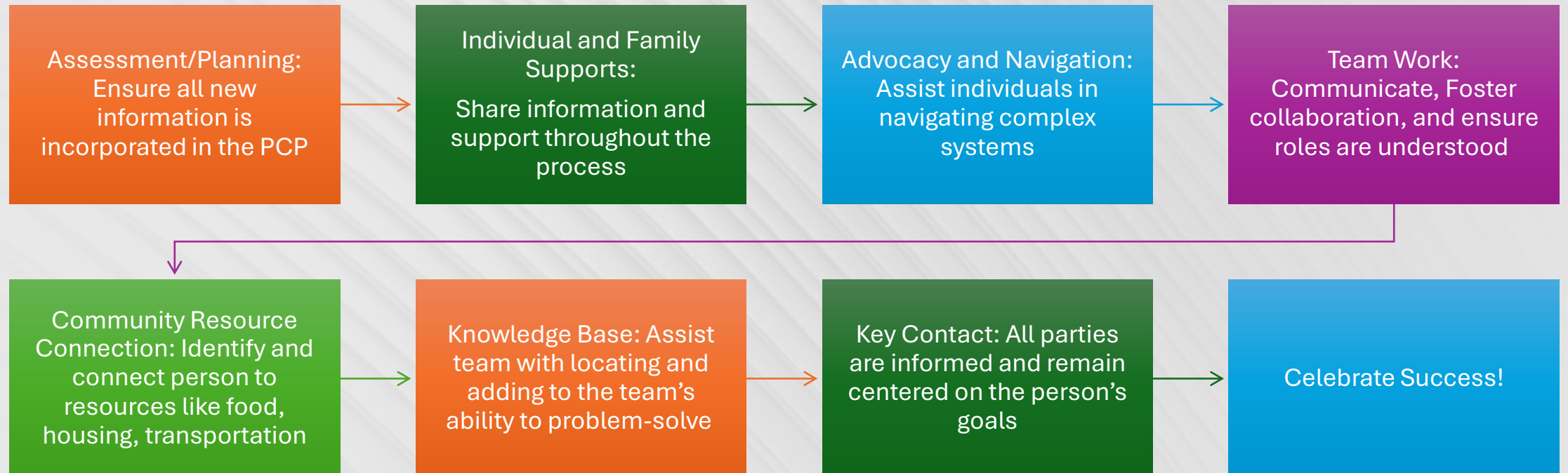
WTNC

CIE Coordinator

EIPD

Tailored Plans

Tailored Care Managers are a KEY Player





**Supporting a Vision
for Employment**



Wise Online Academy 100 SERIES



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



Work Together NC

Possibility to Opportunity

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 community updates

Visit the [Work Together NC Website](#)





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