

Defining Competitive Integrated Employment (CIE)

“Competitive Integrated Employment is defined as work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage law (or the customary wage), or if self-employment, yields income comparable to persons without disabilities doing similar tasks; the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community; where the employee with a disability interacts with other persons who do not have disabilities and are not in a supervisory role; and the job presents opportunities for advancement.”

Source: Wisconsin Department of Health Services Guiding Principles for Competitive Integrated Employment for People with Disabilities in Long-Term Care; January, 2019. [P-01786 (01/2019)]



What is CIE and What is Not CIE

When discussing the option of CIE or identifying if a member is working in CIE, ensure the employment discussed or identified employment fits **ALL** the following criteria:

01

Compensation

At least state minimum wage or local minimum wage, whichever is higher. If self-employed, yields income that is comparable to persons without disabilities doing similar tasks and for those self-employed at least one (1) year, the income on a per-hour-worked basis is at least the state minimum wage.

02

Location

At a location typically found in the community. Excludes locations leased, owned and/or operated by contracted service providers or other entities for primary purpose of employing and/or providing prevocational or vocational training/rehabilitation to people with disabilities.

03

Interactions

When at the work location, the employee routinely interacts with co-workers and customers/patrons who do not have disabilities, to the same extent as a worker without disabilities filling the same or similar position would.

04

Employer of Record

The employer of record is the business or organization that (1) operates the location(s) typically found in the community where the individual engages in paid work; and (2) benefits directly from the work done by the person with a disability.

05

Individualized Position

The person is: (1) employed or self-employed in a distinct position; (2) not working in a team (side by side; same work schedule; identical or virtually identical tasks and duties); (3) not sharing a job with 2 or more other person(s) with disabilities; (4) not sharing a job with one other person with a disability unless the business typically permits job sharing and those sharing the job work different shifts and the person is not working less hours than they desire due to job share.

Not Sure?

Reach out to member's Includa Team or contact Innovation@Includa.com

