



Guiding Principles for Competitive Integrated Employment (CIE)^{1,2} For People with Disabilities in Long-Term Care

The Department of Health Services (DHS) has established a list of Guiding Principles for competitive, integrated employment (CIE) that build on the value of full inclusion of people with disabilities served in our long-term care programs. These principles are evidence-based practices that align with our vision for the future for people with disabilities in our communities. We recognize that each person's path toward CIE involves a person-centered planning process that includes a variety of experiences to build toward successful jobs.

These principles do not limit or impact the provision of allowable services in DHS's long-term care programs, including the provision of pre-vocational services compliant with Home and Community-Based Services (HCBS). Instead, this document focuses solely on advancing the goal of CIE as an outcome. These principles will lead our state in providing services and supports that result in CIE.

1. Everyone can work if a job is matched to his or her unique interests and skills, and they are provided with appropriate supports at the right time.
2. Competitive, integrated employment is the first and preferred employment outcome for all working-age youth and adults.
3. Working creates a strong path toward better physical and mental health.
4. Work is a pathway out of poverty, reduces reliance on public benefits, and is cost effective.
5. Work benefits people with disabilities by increasing quality of life, improving self-confidence, bettering social life and increasing a sense of community.
6. Inclusion in general education and post-secondary courses increase the likelihood of students with disabilities to obtain competitive integrated employment, require fewer supports, and earn higher wages.
7. For a child with disabilities, expectations of work from parents, teachers and others, is a strong predictor of future competitive employment as an adult.
8. Paid competitive integrated employment work experiences, during high school, increases the likelihood of CIE outcomes.
9. People with disabilities require opportunities to receive comprehensive information about employment services, work incentive benefits counseling, reasonable accommodations, support models, and opportunities to try a variety of competitive integrated employment jobs to make an informed choice about employment.
10. Interagency coordination at the state level with the Department of Health Services, Department of Workforce Development's Division of Vocational Rehabilitation, Department of Public Instruction, long-term care agencies, vocational providers, businesses, technical colleges, and school districts, as well as local and regional coordination, is necessary for youth and adults with disabilities to achieve their employment goals.
11. Society as a whole and businesses in all sectors of the economy can benefit from a workforce that includes, and actively engages, people with disabilities.

¹ "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."

Workforce Innovation and Opportunity Act (WIOA) amended Rehabilitation Act Title IV 2014

² <https://www.dhs.wisconsin.gov/guidance/dhs-definition-criteria-competitive-integrated-employment-memo.htm>

Citations to Support Guiding Principles for Competitive Integrated Employment (CIE)^{1,2} For People with Disabilities in Long-Term Care

Principle 1

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