



# Competitive Integrated Employment

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## Summary of Competitive Integrated Employment (CIE) Data

**State Fiscal Year (SFY) 2021** (July 1, 2020–June 30, 2021)

People of Working Age 18–64

Enrolled in Family Care, Family Care Partnership, and IRIS

### Introduction

The DHS Guiding Principles for CIE For People in Long-Term Care<sup>1</sup> states, “Competitive Integrated Employment (CIE) is the first and preferred employment outcome for all youth and adults.” Work benefits people with disabilities by increasing quality of life, improving health and self-confidence, bettering social life, and increasing sense of community.<sup>2,3,4,5</sup> By encouraging and supporting more long-term care members and participants to work in CIE, these benefits are realized by more people and more communities. For people with disabilities, employment means greater economic self-sufficiency, better physical and mental health, an opportunity to use their skills, and more active participation in community life. There are also multiple benefits to employers who hire people with disabilities like an expanded hiring pool, enhanced profit margins, and improved retention rates<sup>6</sup>.

This report summarizes the Wisconsin’s Department of Health Services (DHS) Division of Medicaid Services (DMS) CIE data collected for SFY 2021 along with DHS Encounter data. CIE data is obtained quarterly from managed care organizations (MCO) and IRIS (Include, Respect, I Self-Direct) consultant agencies (ICAs) through the DHS information exchange system (IES).

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<sup>1</sup> [dhs.wisconsin.gov/publications/p01786.pdf](https://dhs.wisconsin.gov/publications/p01786.pdf)

<sup>2</sup> Healthy People 2030, U.S. Department of Health and Human Services, Office of Disease Prevention and Health Promotion. Retrieved 9/7/2023 [health.gov/healthypeople/objectives-and-data/social-determinants-health](https://health.gov/healthypeople/objectives-and-data/social-determinants-health)

<sup>3</sup> Kuiper, L., Bakker, M., & Van der Klink, J. (2016). The role of human values and relations in the employment of people with work-relevant disabilities. *Social Inclusion*, 4(4), 176. [dx.doi.org/10.17645/si.v4i4.696](https://doi.org/10.17645/si.v4i4.696)

<sup>4</sup> Owen, F., Li, J., Whittingham, L., Hope, J., Bishop, C., & Readhead, A., et al. (2015). Social return on investment of an innovative employment option for persons with developmental disabilities. *Nonprofit Management and Leadership*, 26(2), 209–228. [doi.org/10.1002/nml.21187](https://doi.org/10.1002/nml.21187)

<sup>5</sup> Dutta, A., Gervery, R., Chan, F., Chou, C. C., & Ditchman, N. (2008). Vocational rehabilitation services and employment outcomes for people with disabilities: A United States study. *Journal of Occupational Rehabilitation*, 18, 326–334. [doi.org/10.1007/s10926-008-9154-z](https://doi.org/10.1007/s10926-008-9154-z)

<sup>6</sup> [employersupport.com/2019/11/12/hiring-people-with-disabilities/#:~:text=Diversify%20the%20Workplace%20to%20Reduce%20Legal%20Issues,doing%20so%20can%20end%20with%20a%20lawsuit.](https://employersupport.com/2019/11/12/hiring-people-with-disabilities/#:~:text=Diversify%20the%20Workplace%20to%20Reduce%20Legal%20Issues,doing%20so%20can%20end%20with%20a%20lawsuit.)

## CIE Definition

For the purposes of this summary report, CIE 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.
- The job presents opportunities for advancement.<sup>7</sup>

DHS CIE criteria outlined in the MCO contract further clarifies the Workforce Innovation Opportunity Act (WIOA) definition and includes the following criteria:

### **Compensation Wage Employment:**

- a) Paid at state minimum wage (or local minimum wage if a local ordinance sets the minimum wage higher than the state minimum wage) or higher.
- b) Self-Employment: Yields income comparable to persons without disabilities doing similar tasks, and for those self-employed at least one year, the income, when calculated on a per-hour worked basis, is at least state minimum wage or the customary wage for that type of employment.

**Location:** The work location must be a location typically found in the community.

**Interactions:** When at the work location, the employee with a disability routinely interacts with coworkers and customers or patrons who do not have disabilities to the same extent as a worker without disabilities filling the same or similar position would interact with coworkers and customers or patrons who do not have disabilities.

Coworkers and customers or patrons do not include supervisors or provider agency staff providing supported employment or personal care supports to the employee with a disability.

**Individualized Position:** The person is employed or self-employed in a distinct position. This means:

- a) The person is not sharing a job with another person(s) with disabilities that the business would consider to be one job, unless those sharing a position are working at different times or days.
- b) If all other CIE criteria are met, two or more people with disabilities in two different positions at the same employer and sharing job coaching support is considered CIE. The person is not working in a team (side by side, same work schedule, identical or virtually identical tasks and duties).
- c) If all other CIE criteria are met, people working in the same business at the same time who are sharing job coaching support and may be doing similar tasks with the same

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<sup>7</sup> Workforce Innovation and Opportunity Act (WIOA) amended Rehabilitation Act Title IV 2014

work schedule may be counted as CIE as long as each person is working in a distinct position.

- d) People working in teams of 2 to 8 (for example, in an enclave or as part of a work crew) are considered to be in group community employment, not CIE. This exclusion applies regardless of the service title and billing code used for waiver-funded supports needed to work.

**Employer of Record:** CIE assumes that in the vast majority of cases, the employer of record will be the business or organization that:

- a) Operates the location(s), typically found in the community (as defined above), where the individual engages in paid work.
- b) Benefits directly from the work done by the person with a disability.

The only exceptions to this expectation are when:

- a) The business or organization does not typically act as employer of record for other employees without disabilities.
- b) The business or organization is a government entity, including tribal government, and/or a unionized workplace.

In these two documented situations, the employer of record may be a provider of services.

## SFY 2021 Data Details

- Both the WIOA CIE definition and the DHS CIE criteria were used to determine individuals of working age (18–64) participating in CIE in Wisconsin in the Medicaid waivers that include Family Care, Family Care Partnership, and IRIS.
- Five MCOs and seven ICAs participate in the CIE wage data collection.
  - The MCOs include Community Care Inc., iCare, Inclusa, Lakeland Care, and My Choice Wisconsin.
  - The ICAs include Advocates 4U, Connections, Consumer Direct of Wisconsin, First Person Care Consultants, Midstate Independent Living Choices (MILC), Progressive Community Services (PCS), and The Management Group (TMG).
- DHS collects CIE data from MCOs and ICAs who gather CIE information from both vocational supported employment providers and from the individuals working in CIE who do not receive supported employment services to support them with their job.
- DHS CIE wage data includes individuals from the age of 18 until they no longer receive services in the Medicaid waivers. However, the SFY 2021 data represents CIE wage data from people 18 to 64 years of age, which is considered working age for this report.
- There are 100 people over the age of 65 working in CIE, but these individuals are not represented in the data, narrative, or charts in this report.

## SFY 2021 Data Results

- There are 46,746 people of working age (18–64) served in the adult Medicaid waivers that include Family Care, Family Care Partnership, and IRIS.
  - Family Care 28,203 working age members
  - Family Care Partnership 1,997 working age members
  - IRIS 16,546 working age participants
- There are 5,153 unique people working in CIE in Family Care, Family Care Partnership, and IRIS.

- These 5,153 people earned approximately \$34.2 million dollars and paid taxes on their earnings.
- Of the people working in CIE, 60% did not receive supported employment support services from long-term care to help them with their job. In other words, 60% of the people working in CIE are working independently without paid support.
- There are 3,087 Family Care and 84 Family Care Partnership working age members in CIE.
- There are 1,982 IRIS working age participants in CIE.
- The median wages earned by members and participants combined is \$9.50 per hour.
- The median hours worked per week by Family Care, Family Care Partnership, and IRIS individuals is 12.5 hours per week.
- The median wages earned by IRIS participants is \$9.50 per hour.
- The median wages earned by Family Care members is \$9.45 per hour.
- The median wages earned by Family Care Partnership members is \$10.00 per hour.
- The median hours worked per week by IRIS participants is 12 hours.
- The median hours worked per week by Family Care members is 15 hours.
- The median hours worked per week by Family Care Partnership members is 15 hours.

## Charts

### SFY 2021 Charts

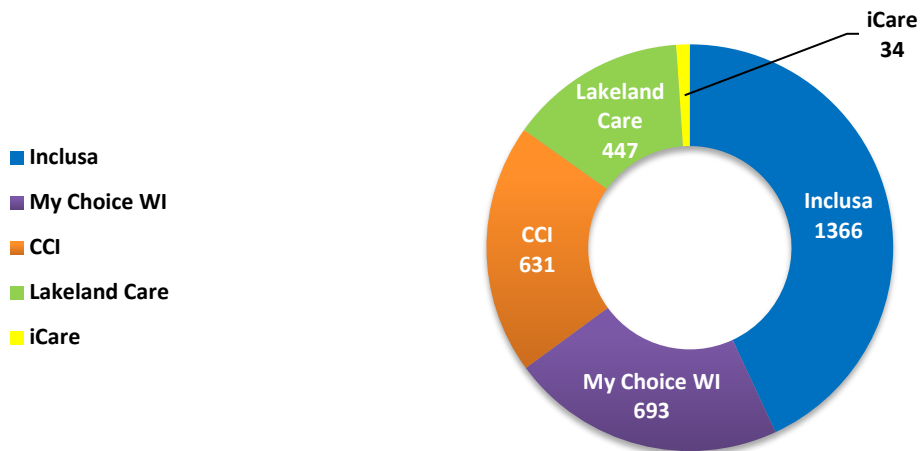
The twelve (12) charts below include data for SFY 2021. The charts below indicate the number of people working in CIE by MCO and ICA along with the median wages and hours worked by individuals per MCO and ICA. Charts also include the percentage of the working age population in each MCO and ICA working in CIE and the percentage of the working age population in CIE who are in Family Care, Family Care Partnership, and IRIS. Final charts include the number of individuals in CIE who are also participating in daytime services, which include day habilitation services and facility and community-based prevocational services, and CIE enrollment by Geographic Service Region.

### CIE Trends for SFY 2020–2021

There are six (6) charts that show CIE Trends for SFY 2020–2021 at the end of this report. The trend charts compare the total number of working age people in CIE in Family Care, Family Care Partnership, and IRIS along with a breakdown of data for only Family Care and Family Care Partnership and IRIS. Trend data also includes median wages earned and hours worked per SFY along with the percentage of members receiving and not receiving supported employment services while in CIE.

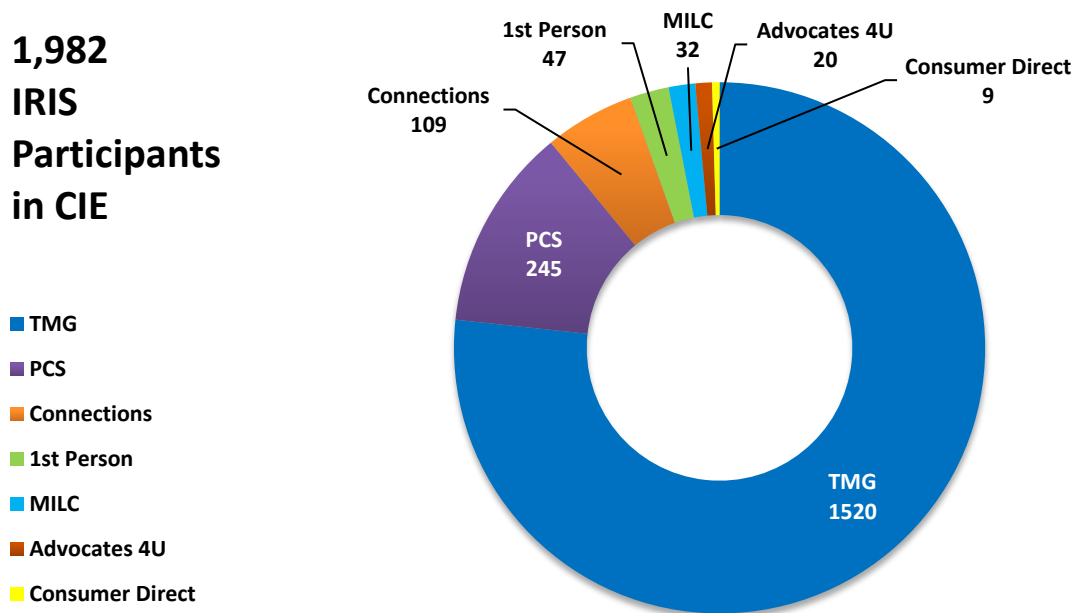
## Number of Unique Working Age Members Working in CIE by MCO (SFY 2021)

### 3,171 Family Care or Family Care Partnership Members in CIE

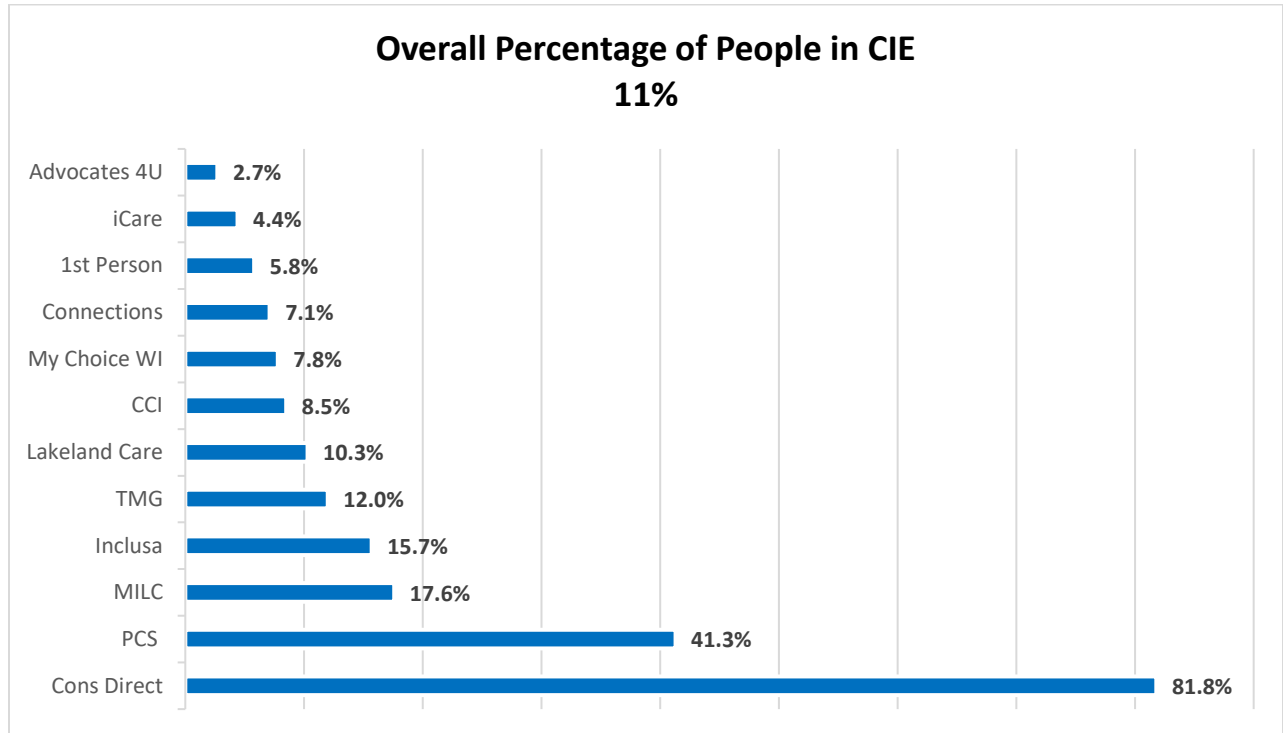


## Number of Unique Working Age Participants Working in CIE by IRIS Consulting Agency (SFY 2021)

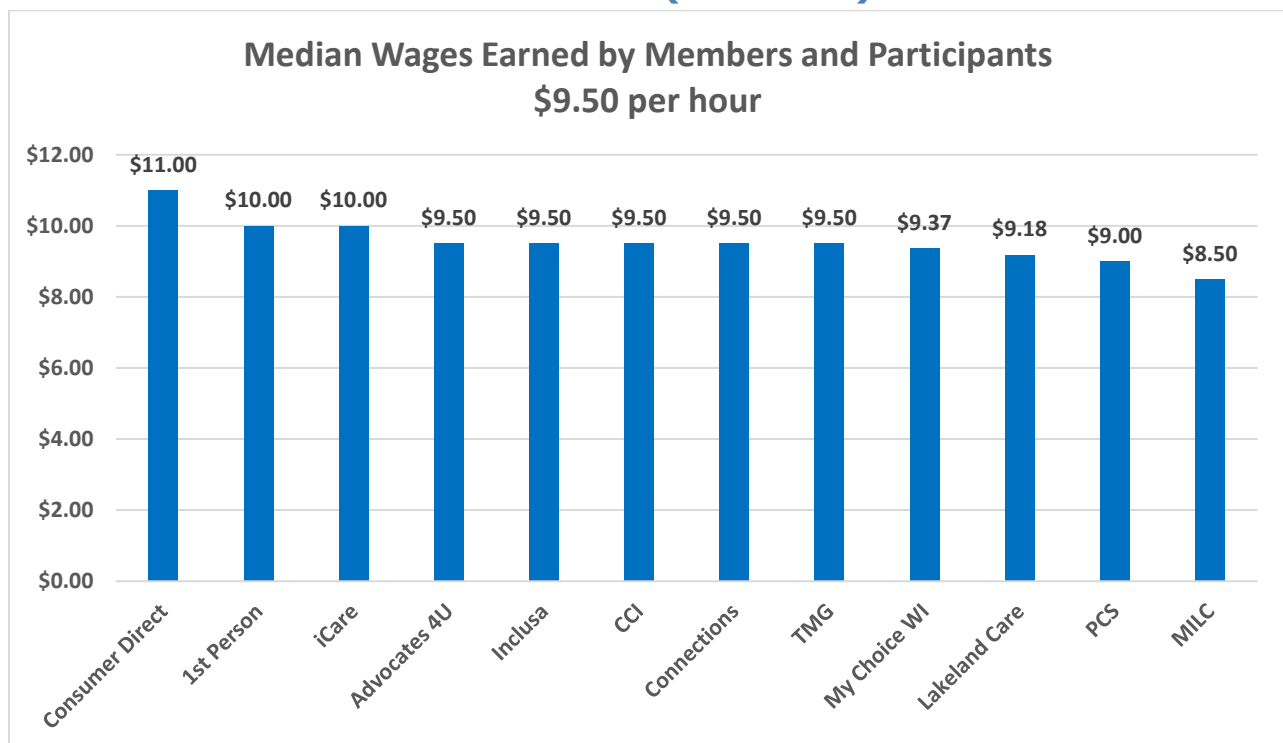
### 1,982 IRIS Participants in CIE



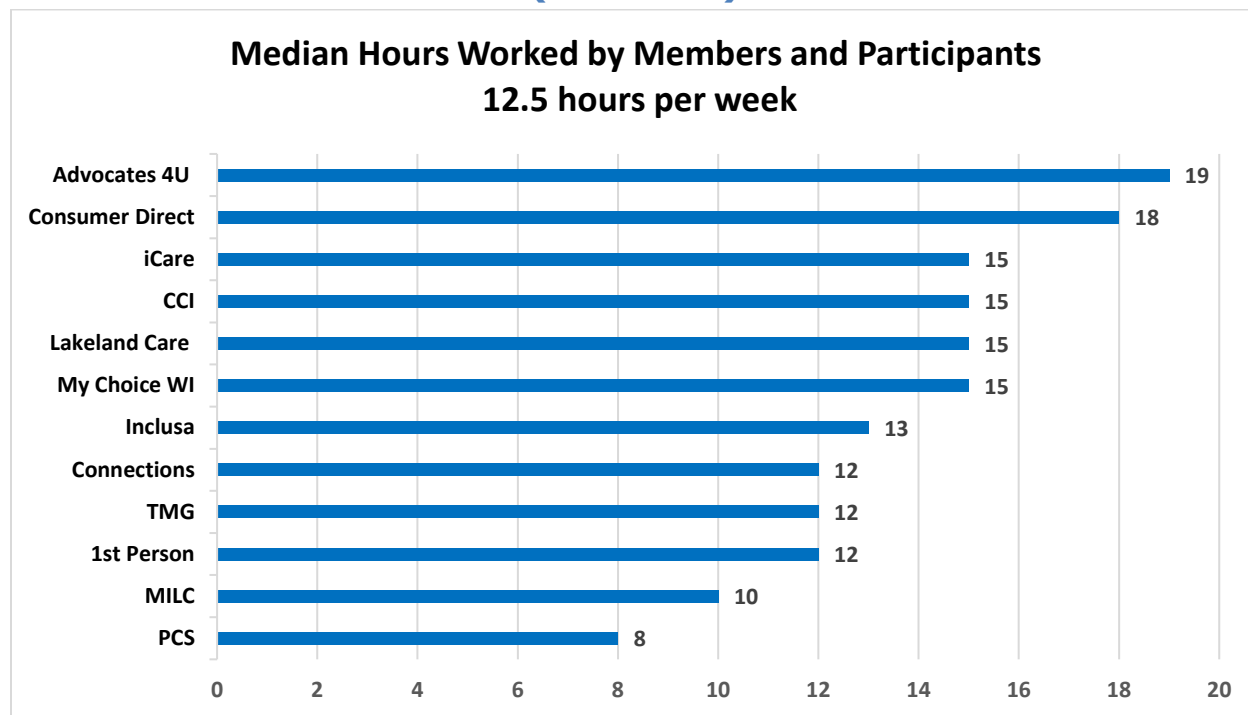
## Percentage of Total Working Age Population Members or Participants in CIE by MCO and ICA (SFY 2021)



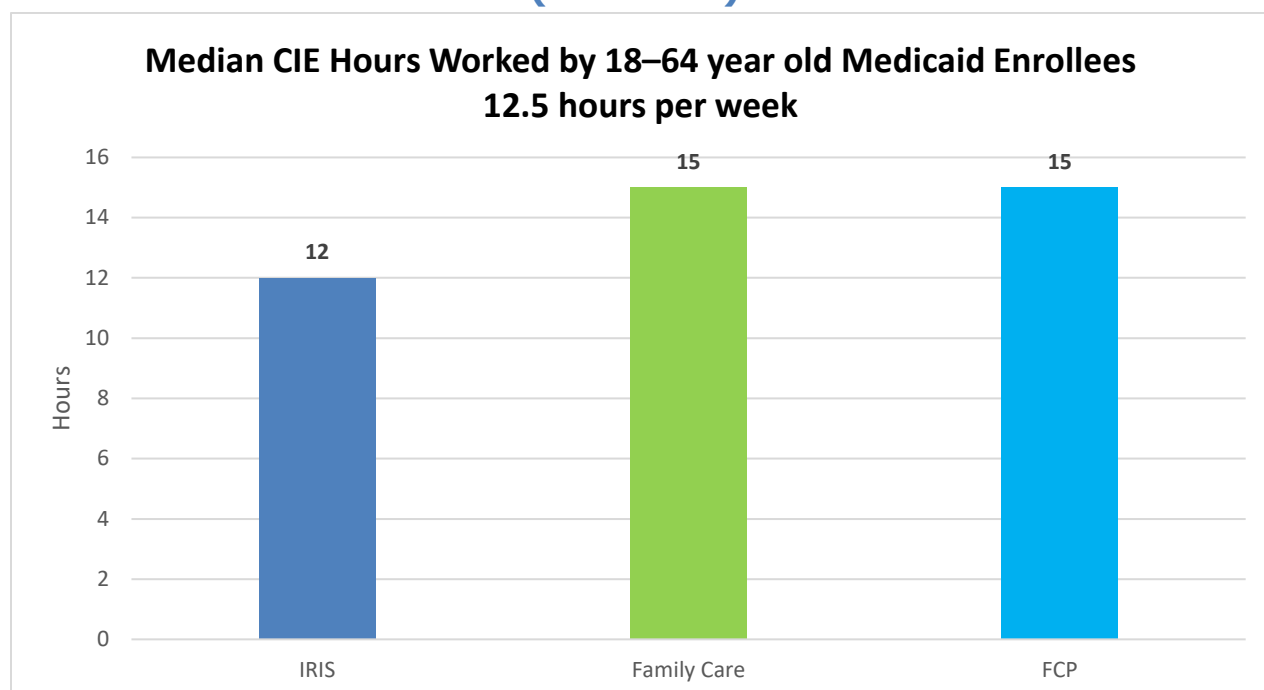
## Median Wages Earned per Week by Individuals Working in CIE by MCO and ICA (SFY 2021)



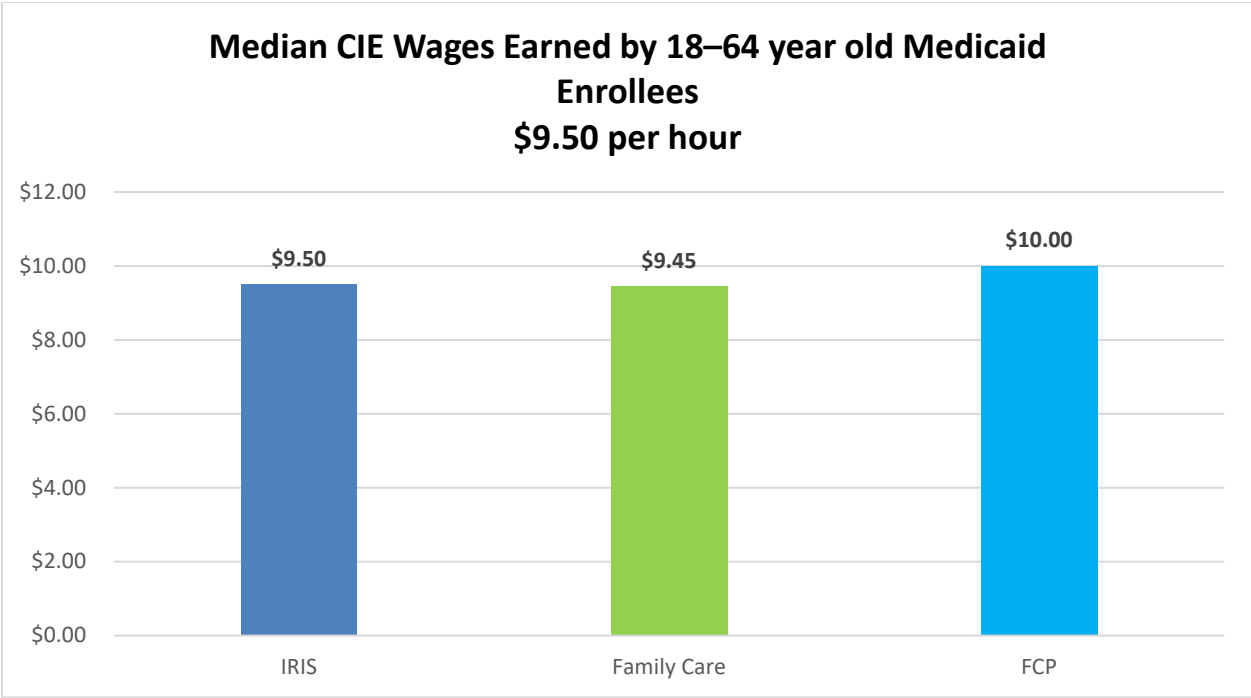
## Median Hours Worked per Week by IRIS Participants and Family Care or Family Care Partnership Members in CIE by MCO and ICA (SFY 2021)



## Median CIE Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members (FCP) in CIE (SFY 2021)



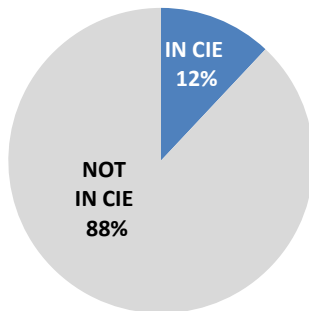
**Median CIE Wages Earned by IRIS Participants and Family Care and Family Care Partnership Members in CIE (SFY 2021)**



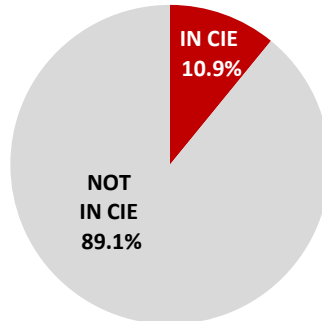
**Percentage of Total Working Age Population in CIE by Program (IRIS, Family Care, and Family Care Partnership–SFY 2021)**



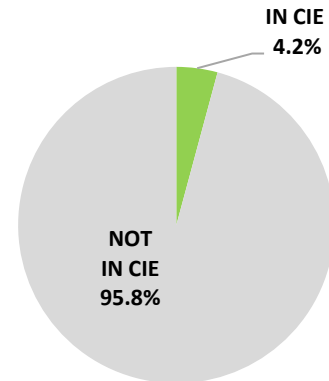
## IRIS



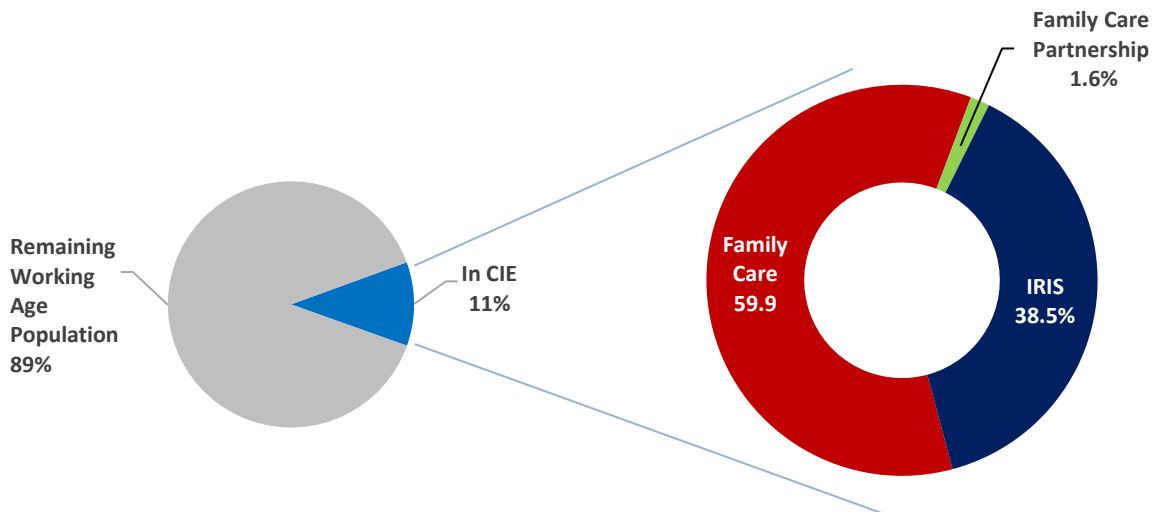
## Family Care



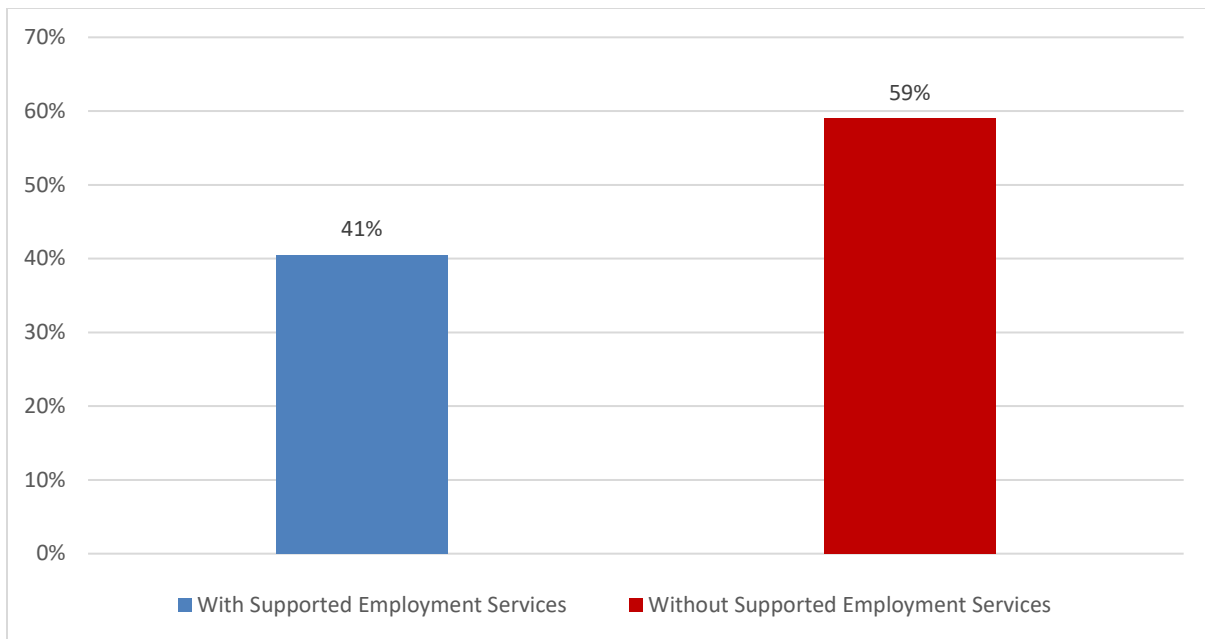
## Family Care Partnership



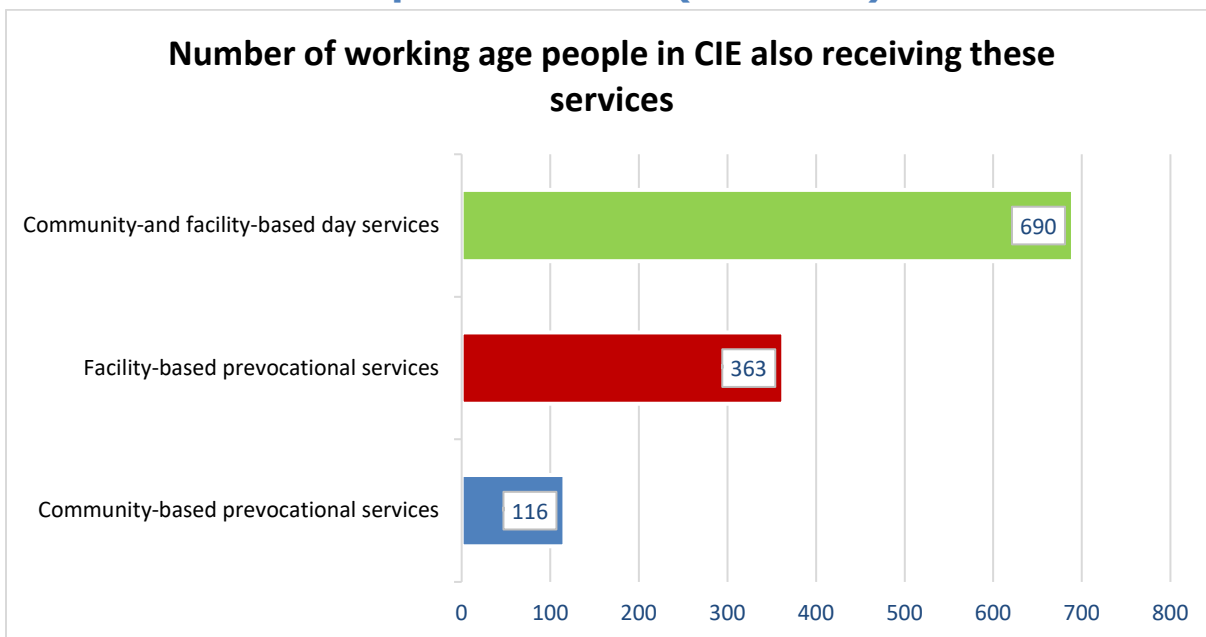
### Percentage of Total Working Age Population (18–64) in CIE enrolled in Family Care, Family Care Partnership, and IRIS SFY 2021



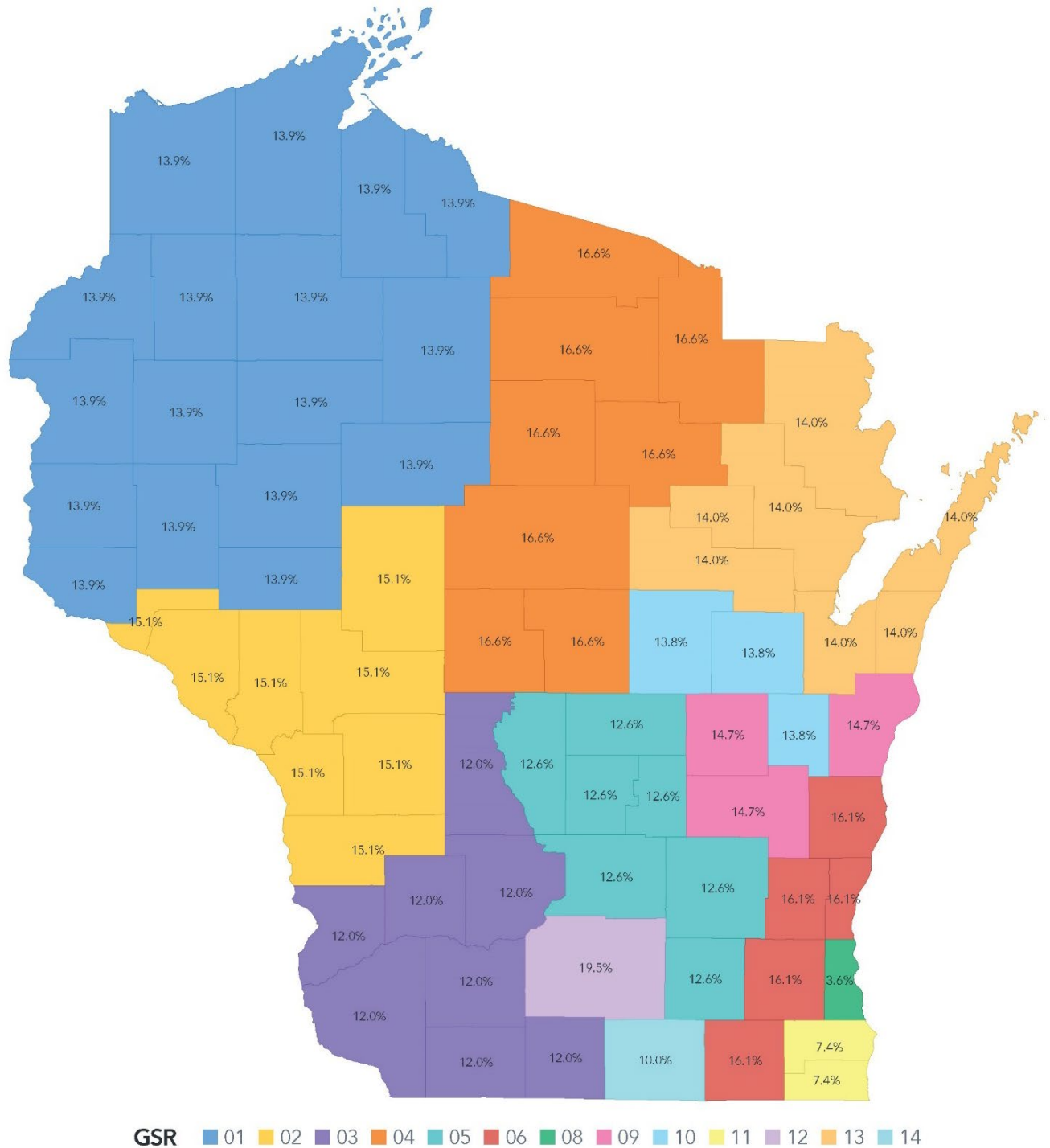
### Percentage of IRIS Participants and Family Care and Family Care Partnership Members With and Without Supported Employment Services Working in CIE (SFY 2021)



**Number of Working Age Population in CIE  
Receiving Community and/or Facility-based Prevocational  
and/or Day Services  
Duplicated Count (SFY 2021)**



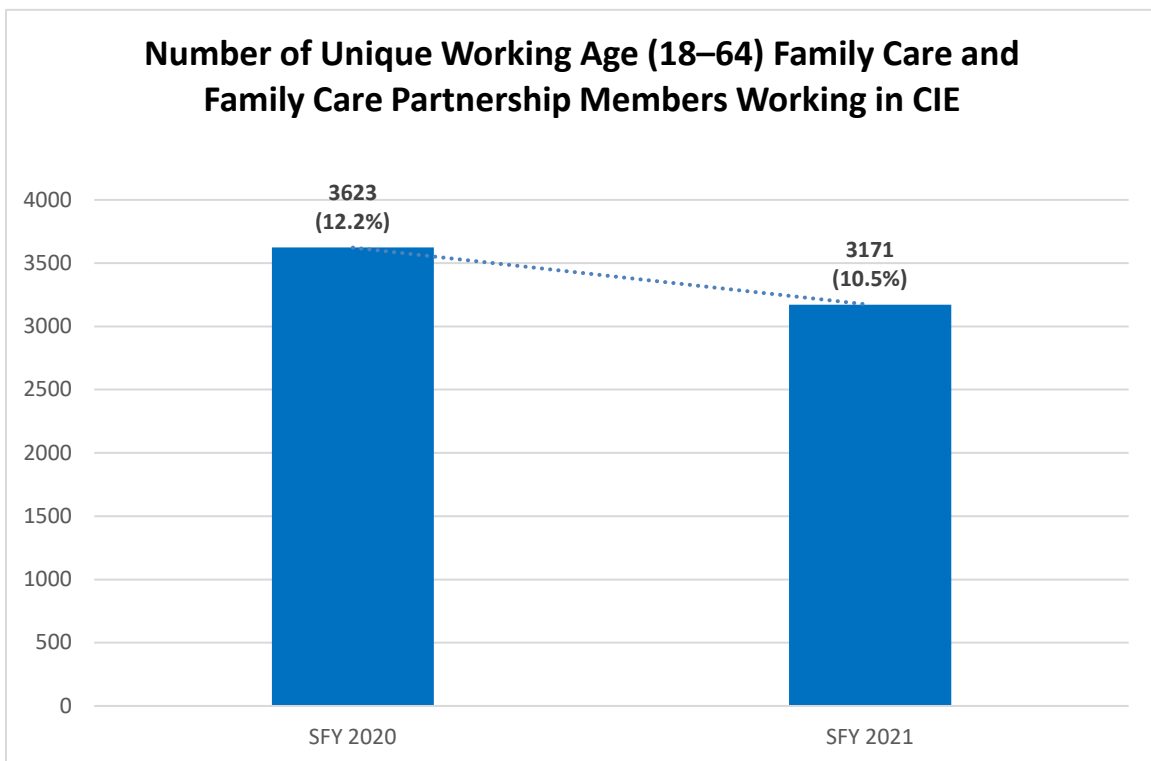
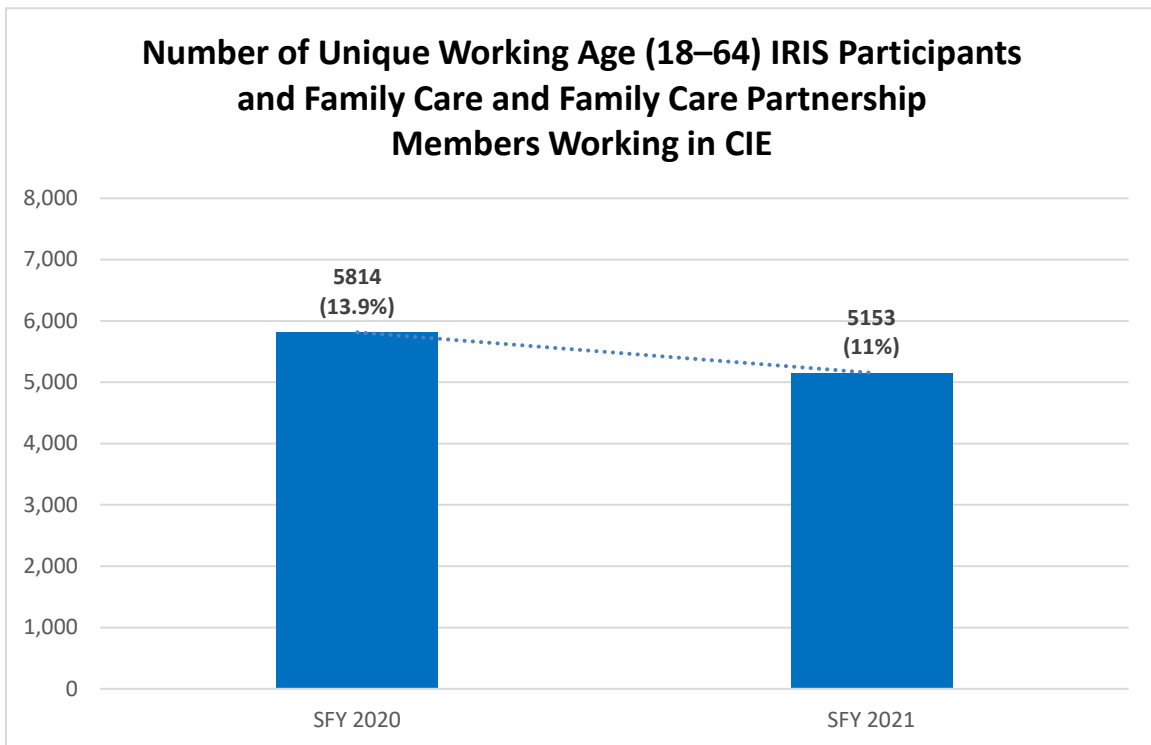
## CIE Enrollment by Geographic Service Region (GSR) SFY 2021

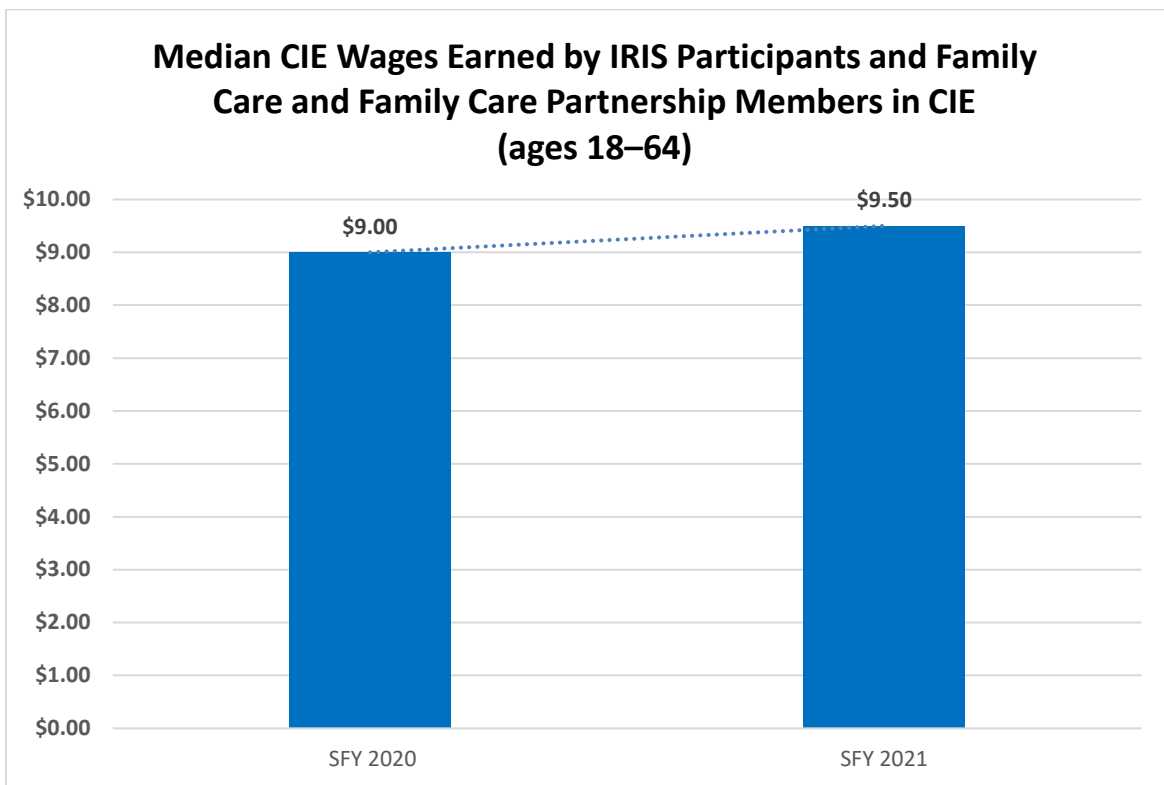
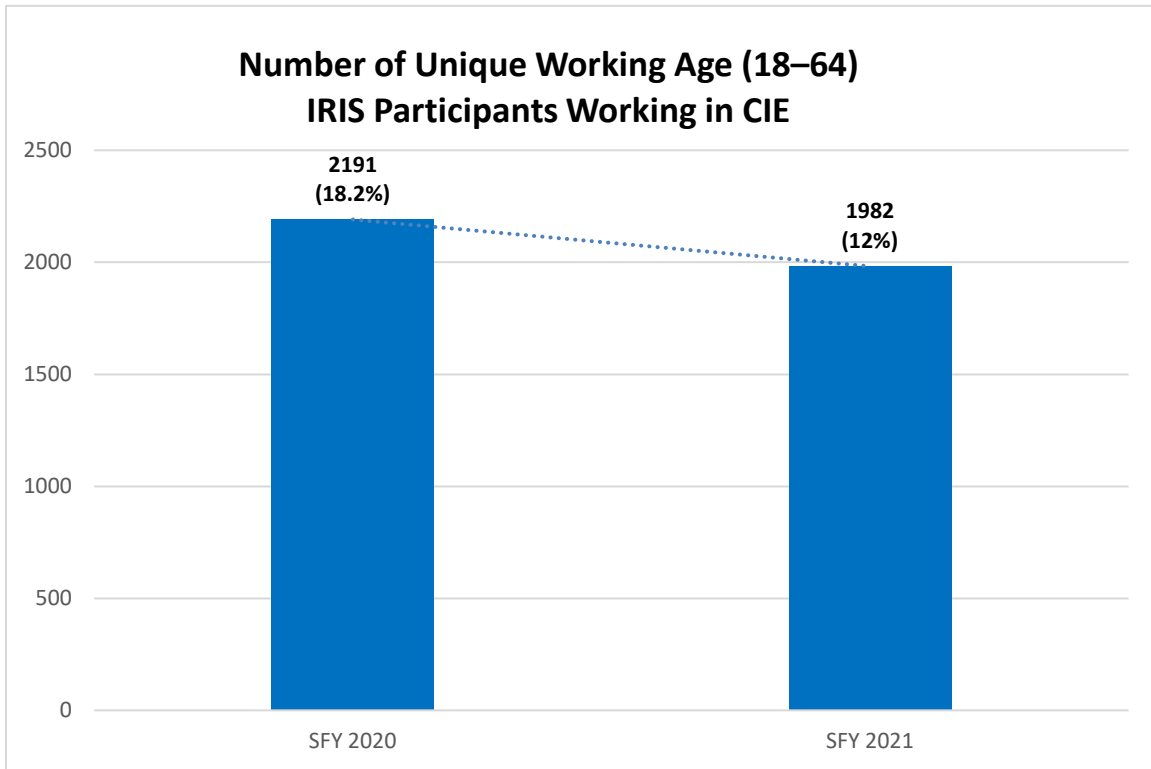


Note: GSR boundaries as of 2024 are used for all years

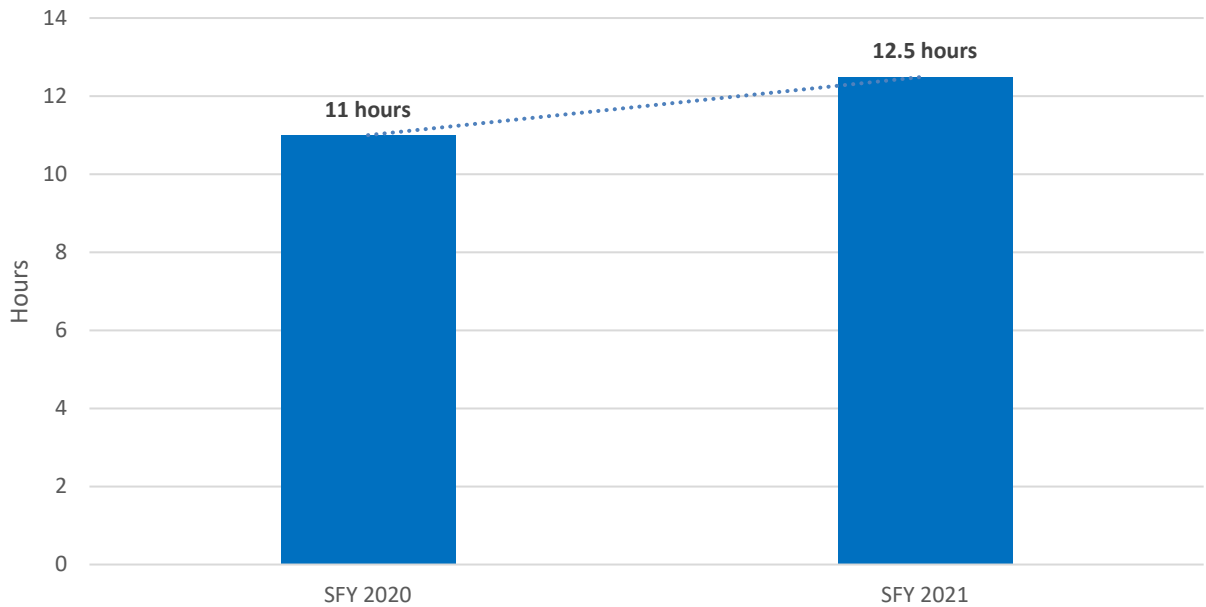
## CIE Trends Over Time

### State Fiscal Years 2020–2021

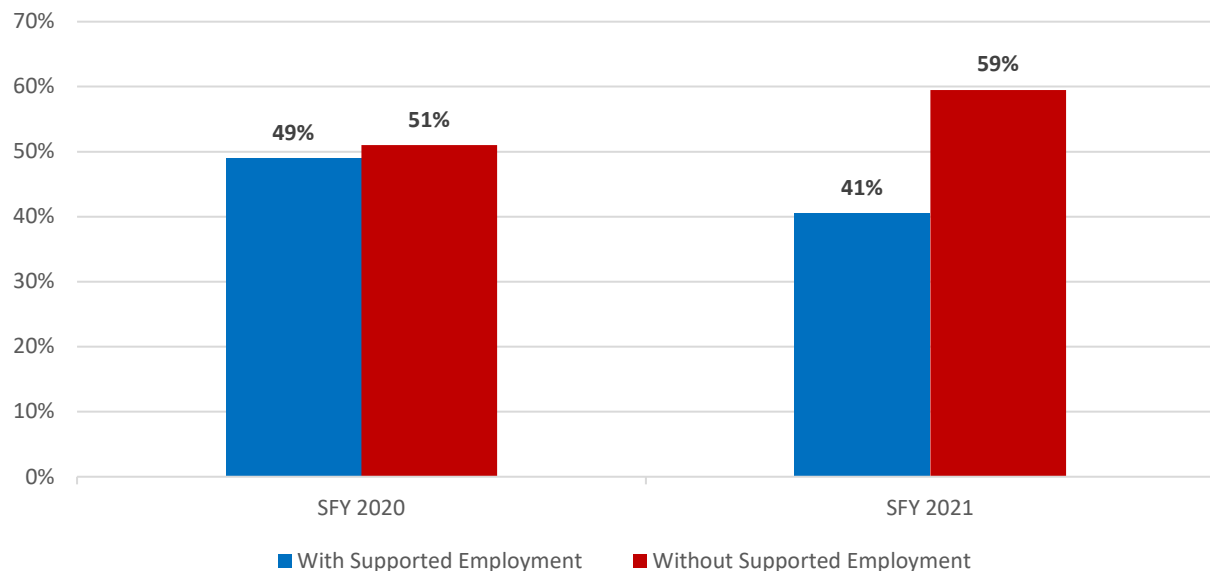




### Median CIE Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE (ages 18–64)



### Percentage of IRIS Participants and Family Care and Family Care Partnership Members With and Without Supported Employment Services Working in CIE



To learn more about CIE, visit: [dhs.wisconsin.gov/employment-skills/index.htm](https://dhs.wisconsin.gov/employment-skills/index.htm)