



# Competitive Integrated Employment

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## Summary of Competitive Integrated Employment (CIE) Data

State Fiscal Year (SFY) 2024 (July 1, 2023–June 30, 2024)

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>.

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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://dx.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.)

This report summarizes the Wisconsin's Department of Health Services (DHS) Division of Medicaid Services (DMS) CIE data collected for SFY 2024 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).

## CIE Definition

The competitive integrated employment (CIE) jointly approved definition for the Department of Health Services (DHS) Division of Medicaid Services (DMS) and the Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR) on August 24, 2023, is used for the purposes of this report, [dwd.wisconsin.gov/dvr/partners/cie/definition.htm](http://dwd.wisconsin.gov/dvr/partners/cie/definition.htm) This definition has minor differences from the CIE definition used in previous SFY CIE reports. DHS expects the CIE data to be comparable. The CIE definition modifications were for improved clarity for use of both DWD-DVR and DHS-DMS CIE determinations.

The term "competitive integrated employment" (CIE) means work that is performed on a full-time or part-time basis (including self-employment)-

A. for which an individual-

i. is compensated at a rate that-

(I)(aa) shall be not less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 ([29 U.S.C. 206\(a\)\(1\)](#)) or the rate specified in the applicable State or local minimum wage law ; and

(bb) is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; and

(II) in the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and

ii. is eligible for the level of benefits provided to other employees; and

B. that is at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons;

i. Where the employee with a disability interacts, for the purpose of performing the duties of the position, with other employees within the particular work unit and the entire worksite, and, as appropriate to the work performed, other persons

(e.g., customers and vendors) who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons; and

- C. that, as appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions; and
- D. that is typically found in the community. To be “typically found in the community”, an employment setting location should be [eCFR;34 Part 361—State Vocational Rehabilitation Services Program](#)
  - i. found in the competitive labor market and
  - ii. not formed for the purposes of employment for individuals with disabilities (62 CFR at 6310–6311 and 81 CFT at 55642–55643. Exceptions for certified peer mentors are allowed because having lived experience is a requirement for the position and certification in the occupation; and
- E. 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. The person is not working in a team (side by side; same work schedule; identical or virtually identical tasks and duties). The working person must be employed or self-employed in a distinct position; and

**Clarification:** If two or more supported employees are working at the same business location at the same time, and have their own distinct tasks and duties, they are **NOT** considered to be working in a team.

- F. generally, the CIE employer of record must be the business or organization that:
  - i. Operates the location(s), typically found in the community (as defined above), where the individual engages in paid work; and benefits directly from the work done by the person with a disability.
  - ii. The only exceptions to this expectation are when the business or organization does not typically act as employer of record for other employees without disabilities.

Example: the employer uses a staffing agency for all employees, and all are paid by that staffing agency.

## SFY 2024 Data Details

- Five MCOs and six ICAs participated in the DHS CIE data collection.
  - The MCOs include Community Care Inc., iCare, Inclusa, Lakeland Care, and My Choice Wisconsin.
  - The ICAs include Advocates 4U, Connections, First Person Care Consultants, Midstate Independent Living Choices (MILC), Progressive Community Services (PCS) and The Management Group (TMG). Consumer Direct was not an ICA in 2024.

- 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 2024 data represents CIE wage data from individuals 18 to 64 years of age, which is considered working age for this report.
- There are 216 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 2024 Data Results

- There are 50,414 unique people of working age enrolled in the adult Medicaid waivers.
  - Family Care 29,000 working age members
  - Family Care Partnership 1,978 working age members
  - IRIS 19,436 working age participants
- There are 7,918 unique people working in CIE in Family Care, Family Care Partnership, and IRIS.
- These 7,918 people earned approximately \$64.7 million and paid taxes on their earnings.
- In these Medicaid waivers, 15.7% of the total working age population are working in CIE.
- Of the people working in CIE in the Medicaid waivers, 65% do not receive supported employment services from long-term care to help them with their job. In other words, 65% of the people working in CIE are working independently without paid job support.
- There are 4,867 Family Care and 116 Family Care Partnership working age members in CIE.
- There are 2,935 IRIS working age participants in CIE.
- The median wages earned by members and participants combined is \$11.42 per hour.
- The median hours worked per week by Family Care, Family Care Partnership, and IRIS individuals is 12 hours per week.
- The median wages earned by IRIS participants is \$11.00 per hour.
- The median wages earned by Family Care members is \$11.88 per hour.
- The median wages earned by Family Care Partnership members is \$12.00 per hour.
- The median hours worked per week by IRIS participants is 10 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 16 hours.

## Charts

### SFY 2024 Charts

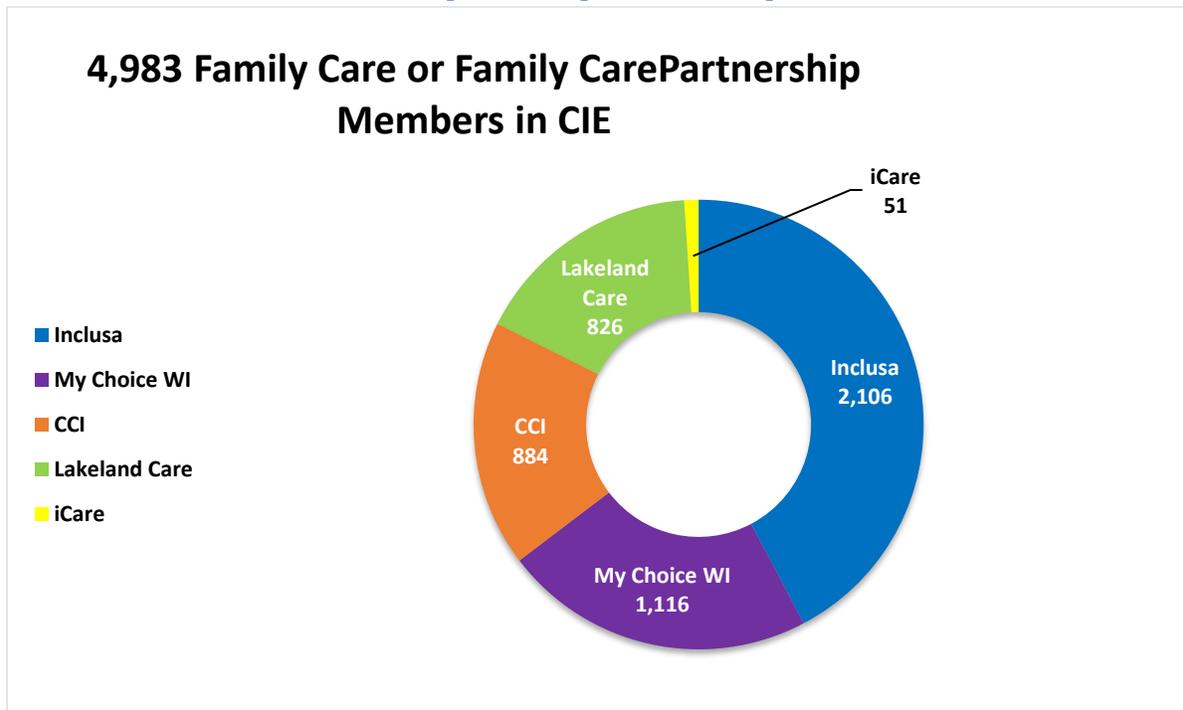
The first twelve (12) charts include data for SFY 2024. The charts below indicate the number of people working in CIE by MCO and ICA along with the median wages and hours worked by individuals per MCO and ICA. Charts also include the percentage of the working age population in each MCO and ICA working 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.

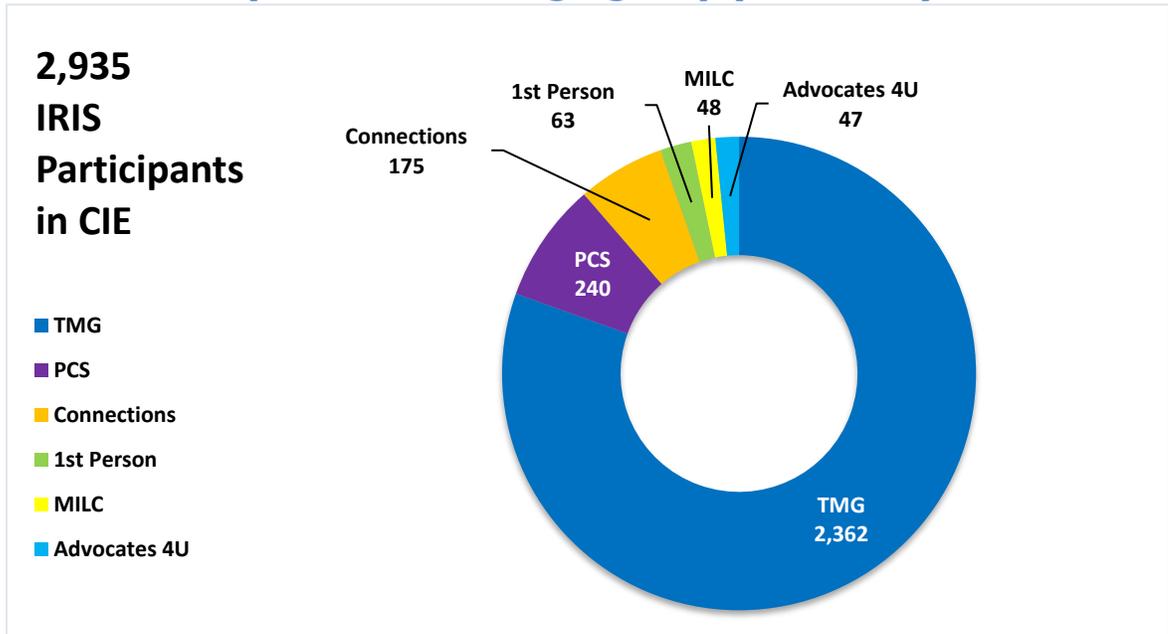
### CIE Trends for SFY 2020–2024

There are eight (8) charts that indicate CIE Trends for SFY 2020–2024 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 IRIS, Family Care and Family Care Partnership. 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. Target group Intellectual/Developmental Disability (IDD) is consistently the highest group of people participating in CIE.

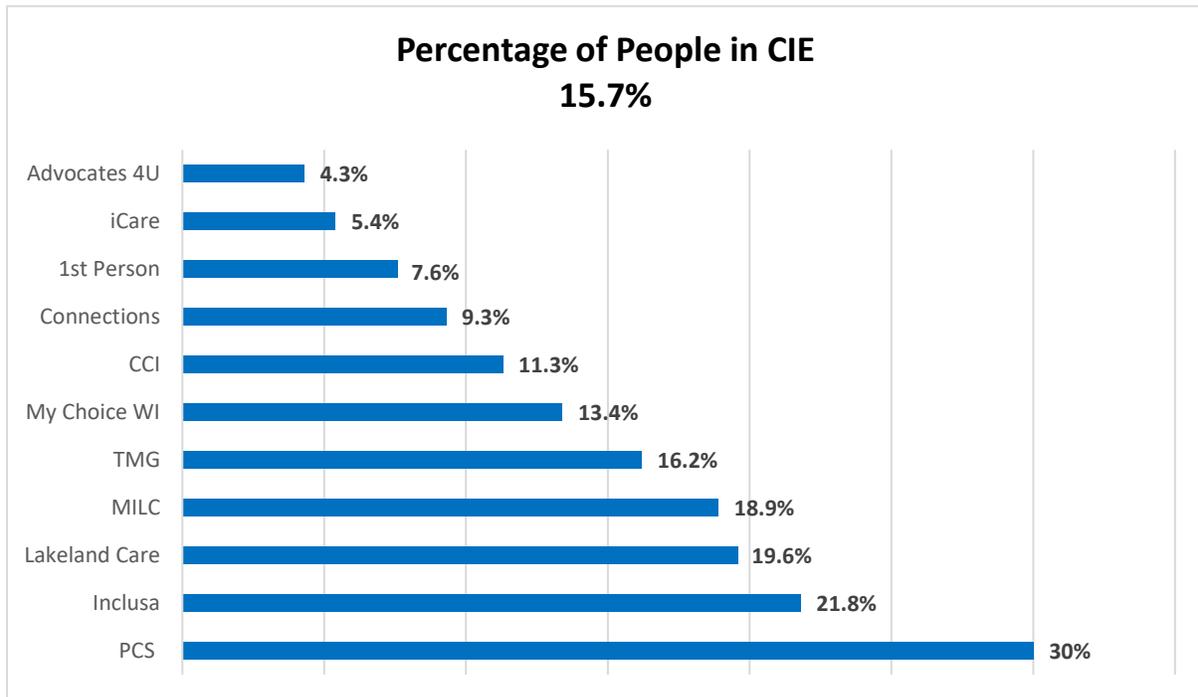
## Number of Unique Working Age Members Working in CIE by MCO (SFY 2024)



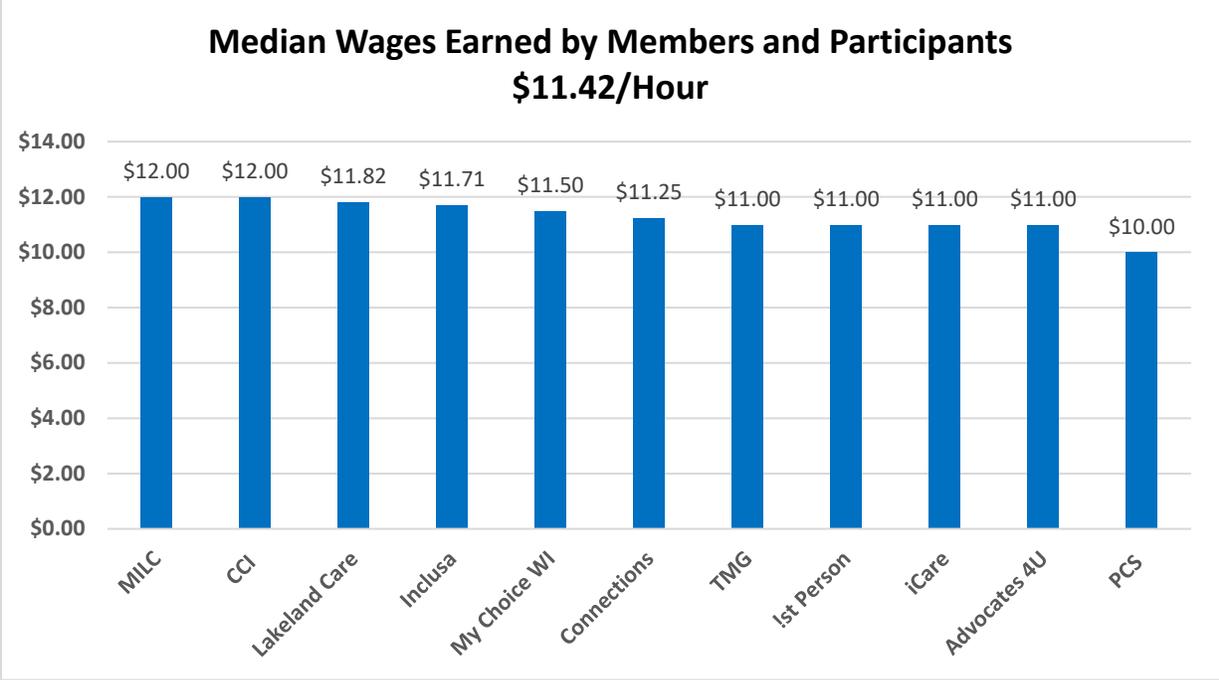
## Number of Unique Working Age Participants Working in CIE by IRIS Consulting Agency (SFY 2024)



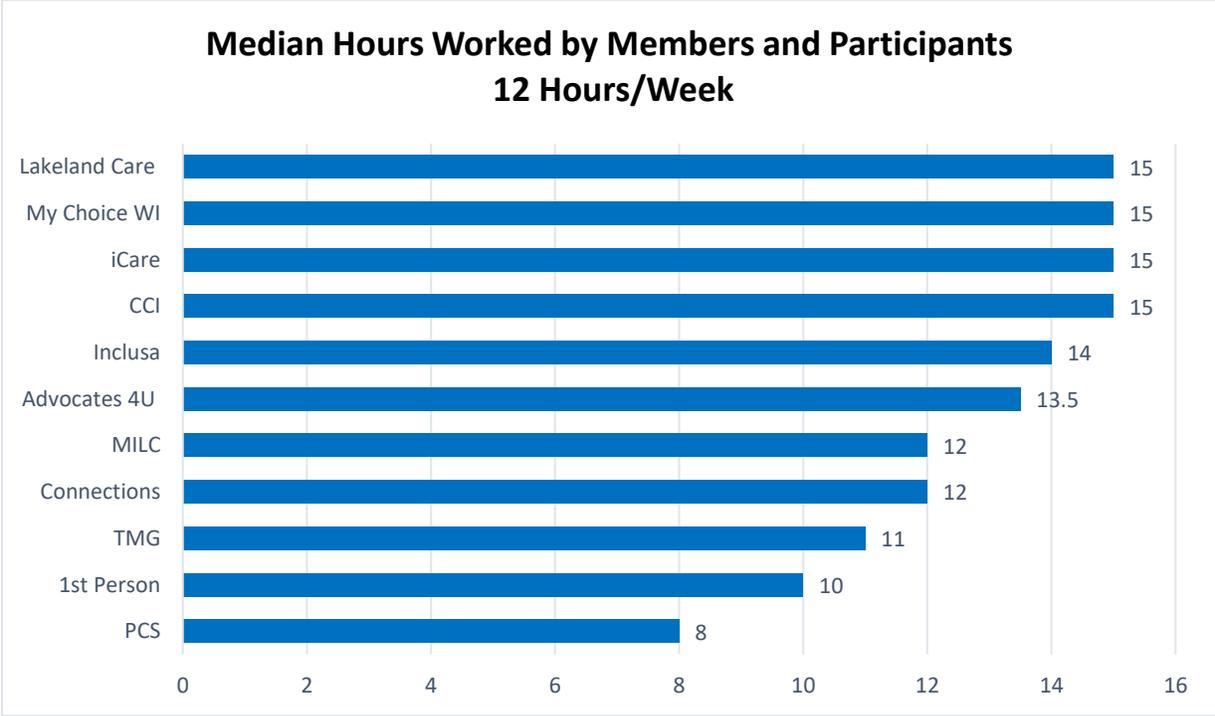
## Percentage of Total Working Age Population (18–64) Members and Participants in CIE by MCO and ICA (SFY 2024)



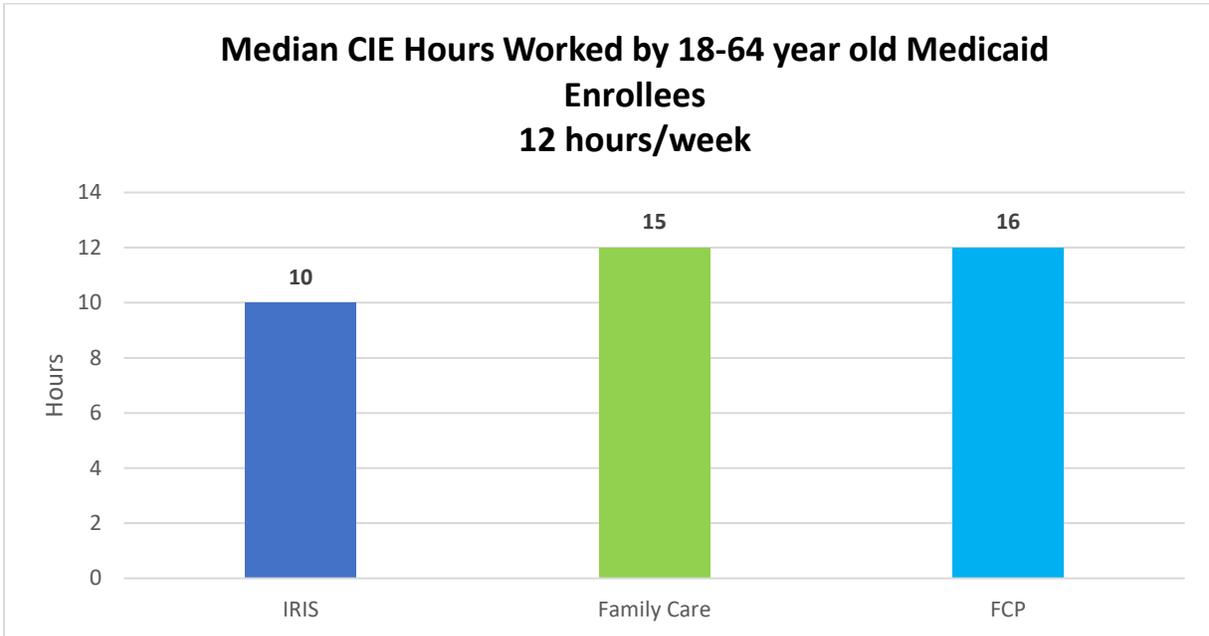
## Median Wages Earned per Week by Individuals Working in CIE by MCO and ICA (SFY 2024)



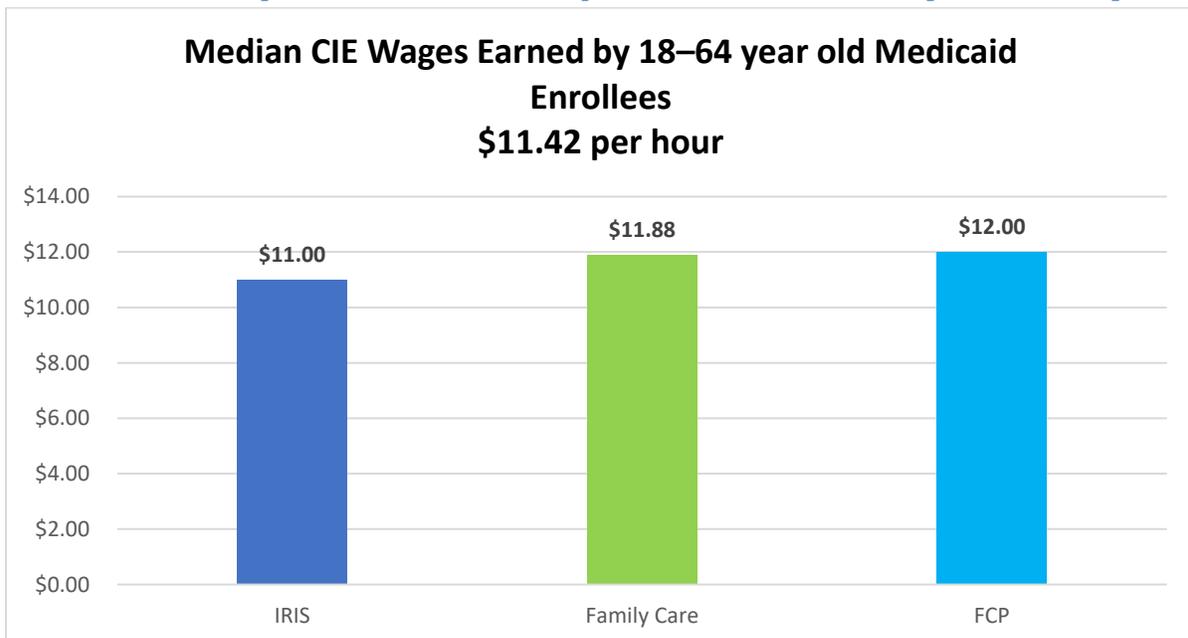
## Median Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE by MCO and ICA (SFY 2024)



## Median CIE Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE (SFY 2024)

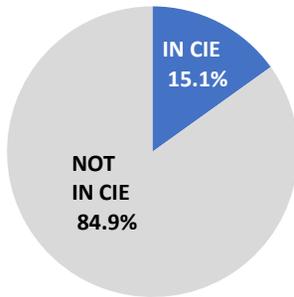


## Median CIE Wages Earned by IRIS Participants and Family Care and Family Care Partnership Members in CIE (SFY 2024)

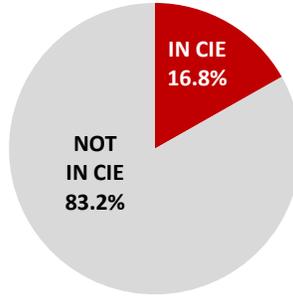


## Percentage of Total Working Age Population in CIE by Program (IRIS, Family Care, and Family Care Partnership—SFY 2024)

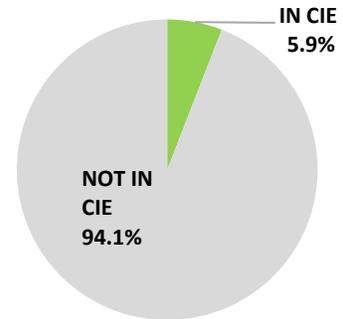
### IRIS



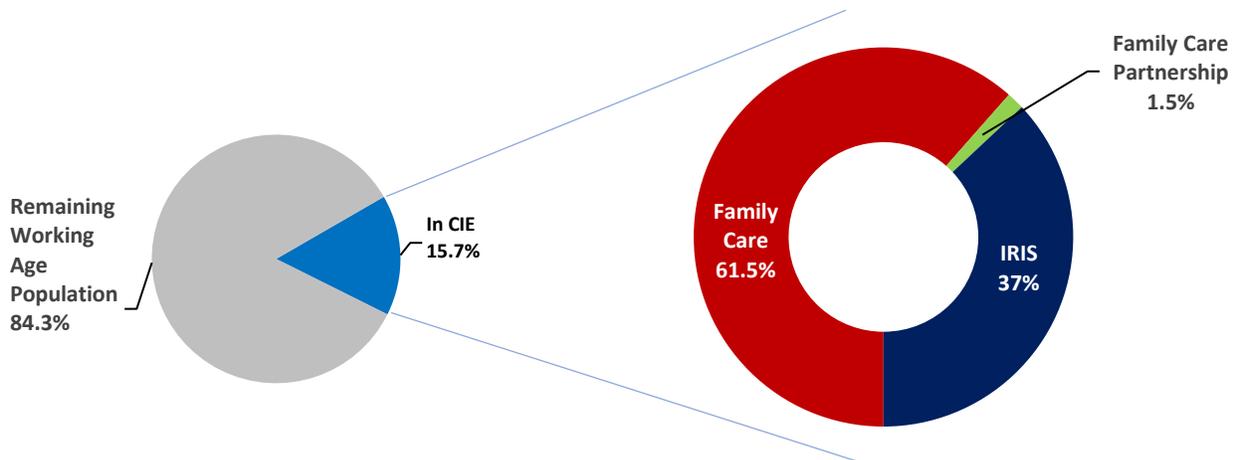
### Family Care



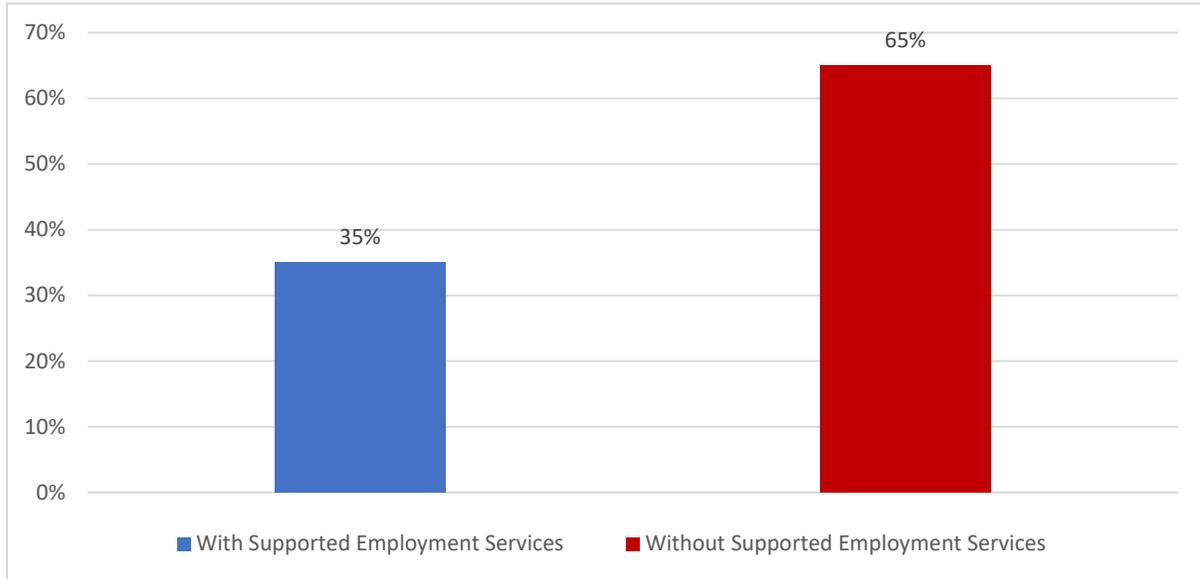
### Family Care Partnership



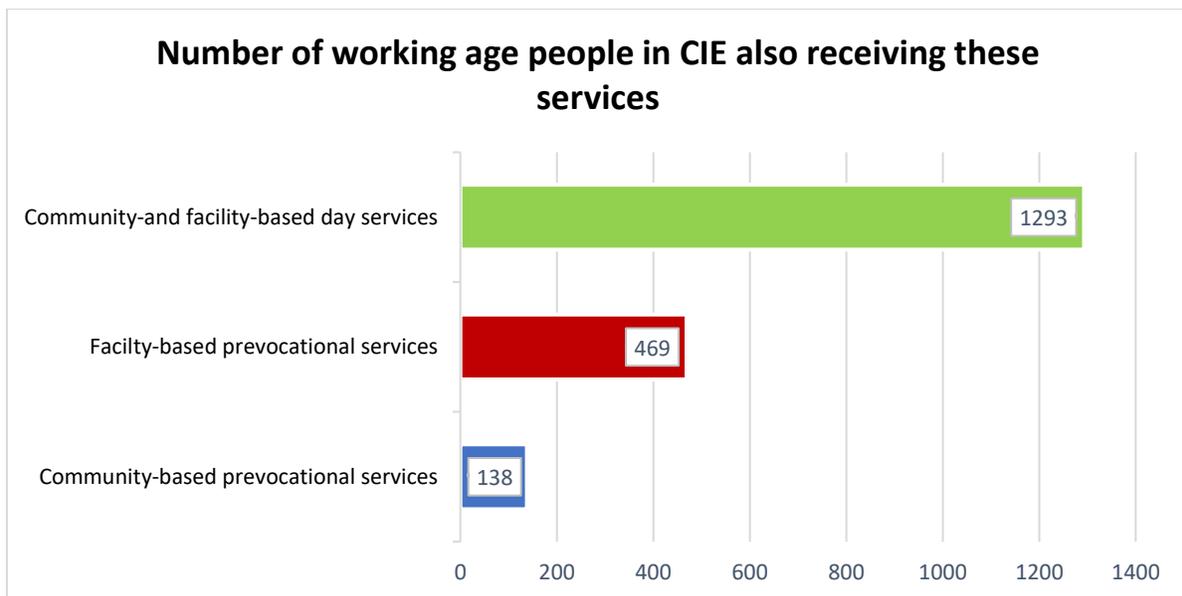
## Percentage of Total Working Age Population (18–64) in CIE enrolled in Family Care, Family Care Partnership, and IRIS (SFY 2024)



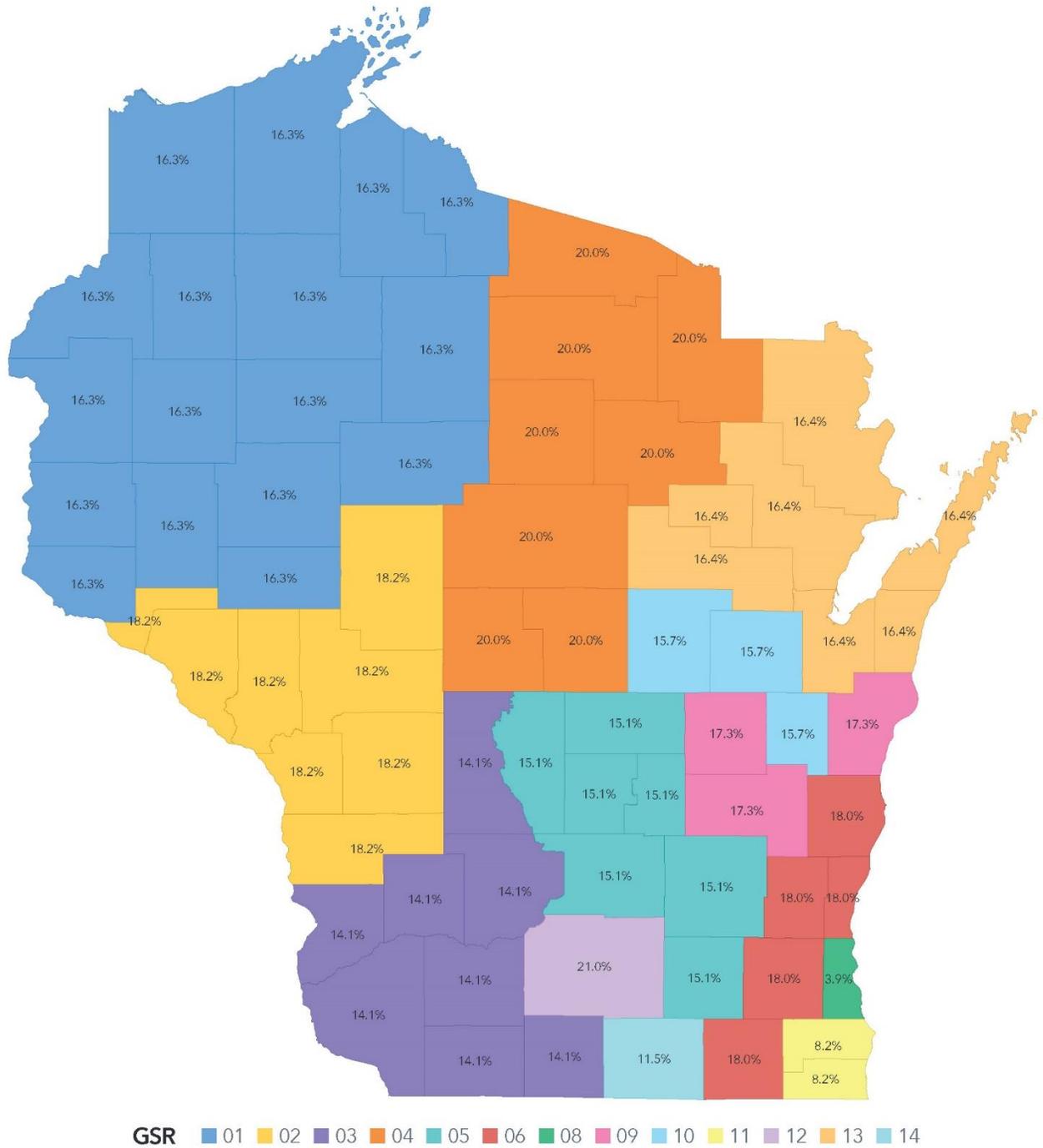
**Percentage of IRIS Participants and Family Care and Family Care Partnership Members With and Without Supported Employment Services Working in CIE (SFY 2024)**



**Number of Working Age Population in CIE Receiving Community and/or Facility-based Prevocational and/or Day Services Duplicated Count SFY 2024**



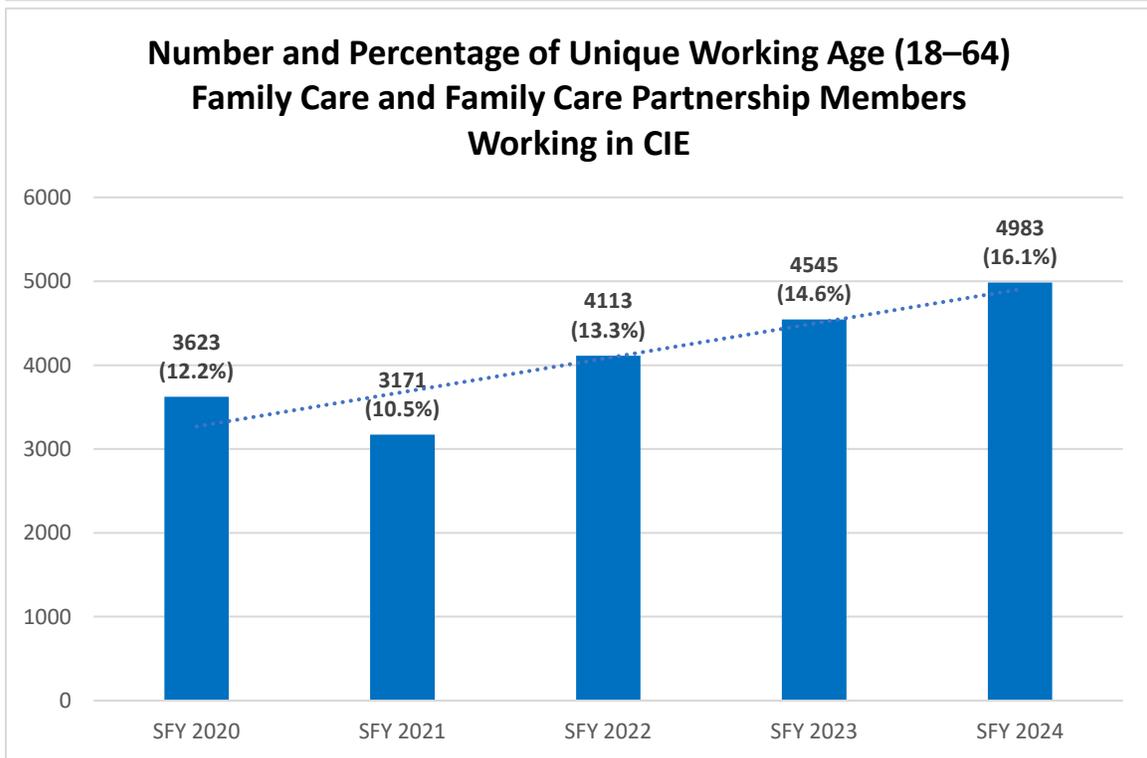
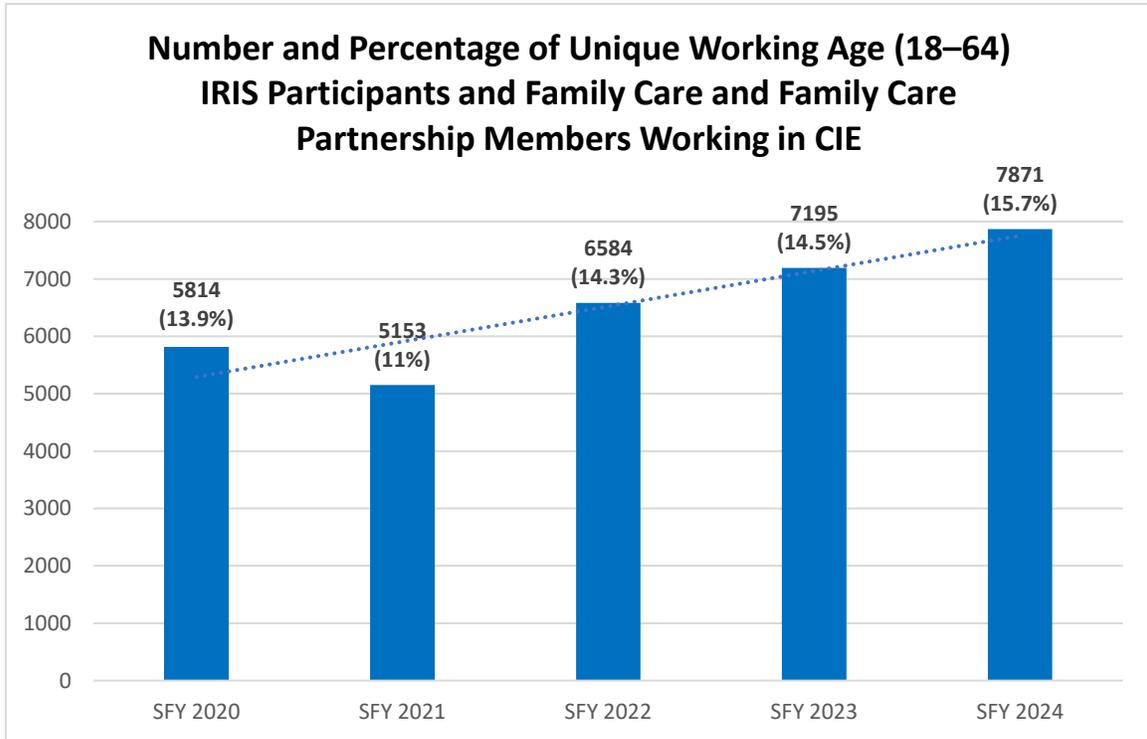
## CIE Enrollment by Geographic Service Region (GSR) SFY 2024



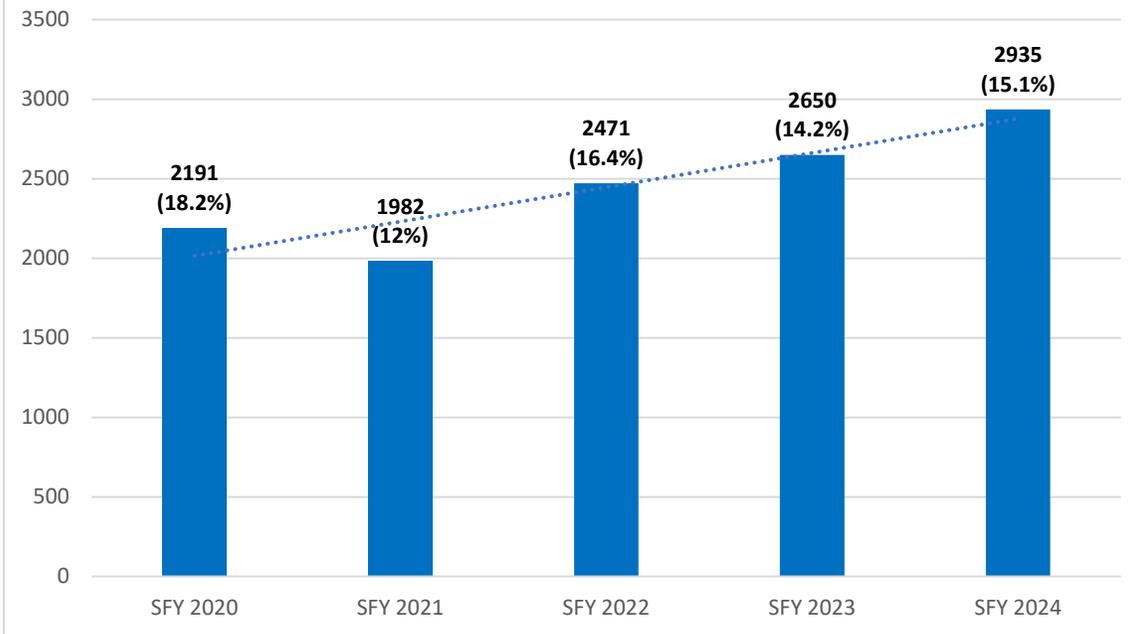
Note: GSR boundaries as of 2024 are used for all years

# CIE Trends Over Time

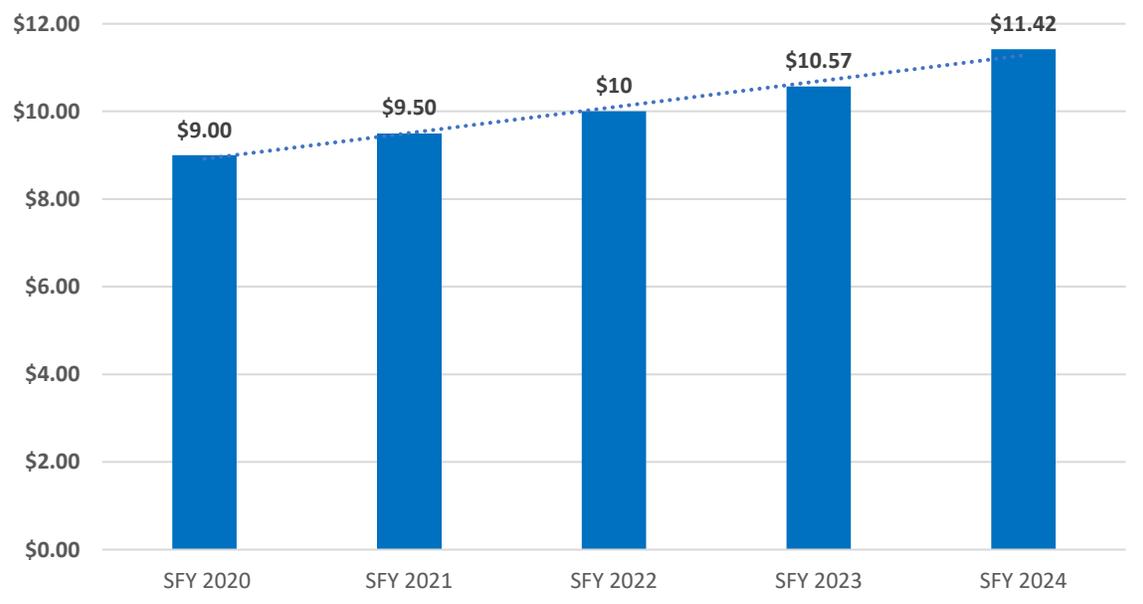
## State Fiscal Years 2020–2024



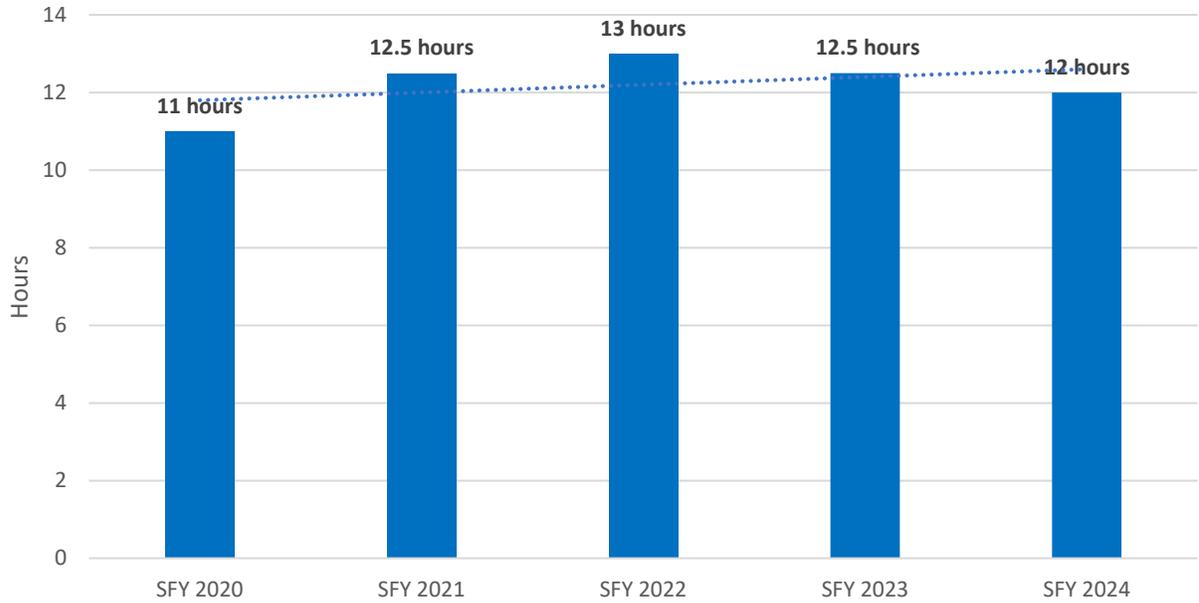
### Number and Percentage of Unique Working Age (18–64) IRIS Participants Working in CIE



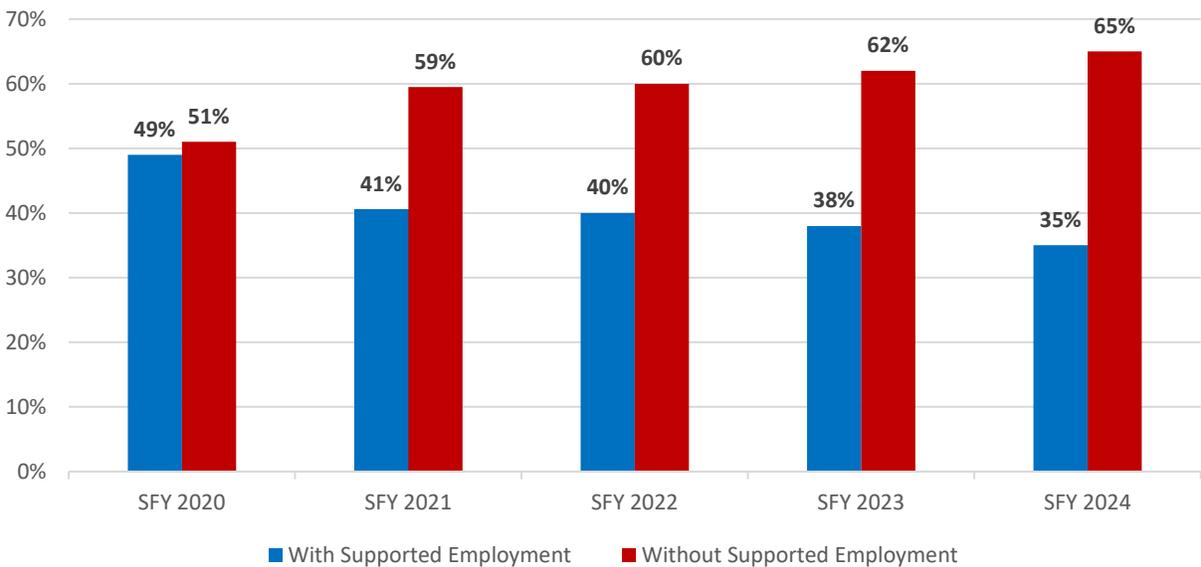
### Median CIE Wages Earned by IRIS Participants and Family Care and Family Care Partnership Members in CIE (ages 18–64)



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

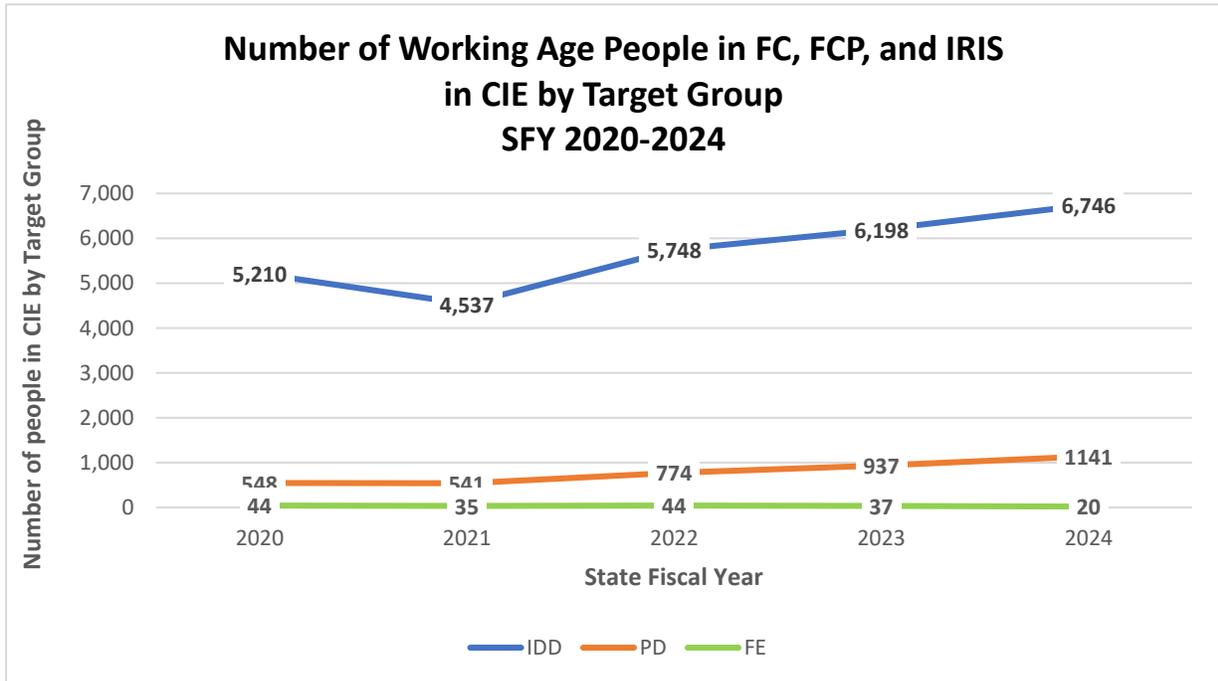
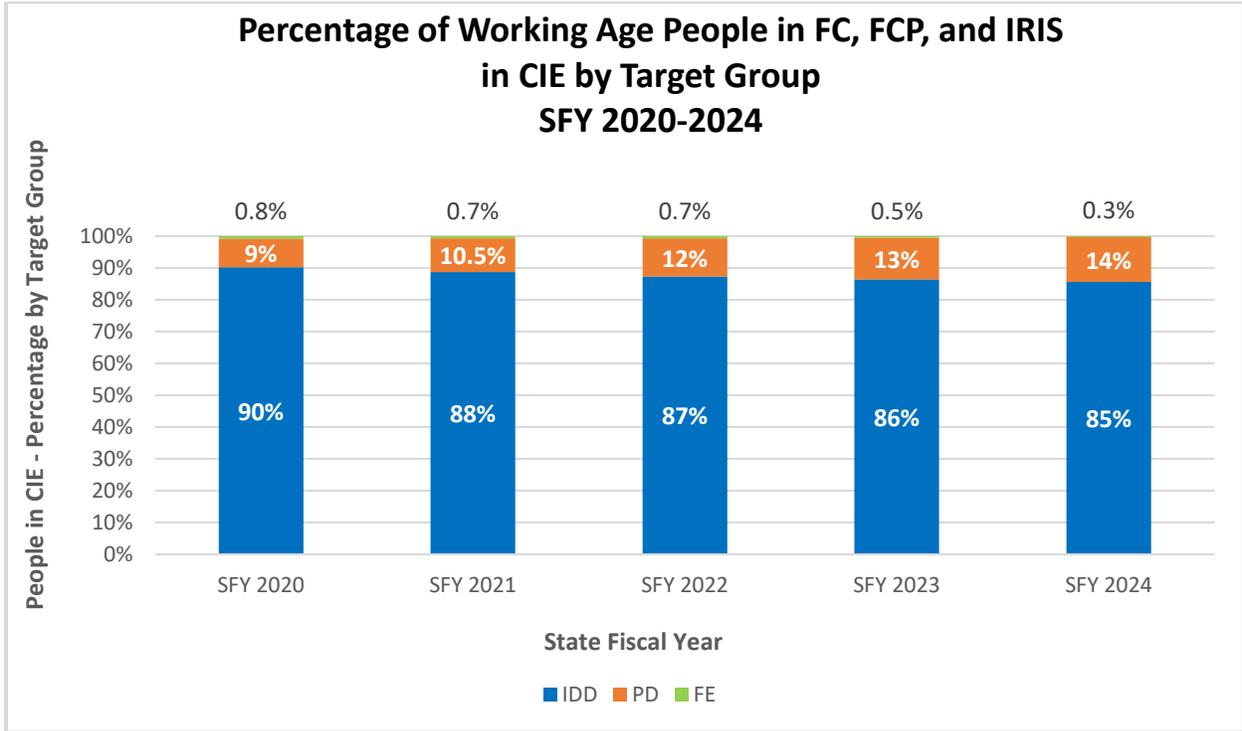


### Percentage of IRIS Participants and Family Care and Family Care Partnership Members With and Without Supported Employment Services Working in CIE



# Target Group Data

Family Care (FC), Family Care Partnership (FCP), and IRIS serve three target groups of people. The target groups are intellectual and developmental disability (IDD), physical disability (PD) and frail elder (FE).



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