



<b>Policy No.</b> 500	<b>Subject:</b> Competitive Integrated Employment
<b>Section:</b> Employment	<b>Revised:</b> 02/2022
<b>Signature:</b> Eric Evans, Bureau Chief	<b>Version:</b> FINAL

## 1. SCOPE OF SERVICES

Competitive integrated employment means work that:

- a. Is performed on a full-time or part-time basis for which an individual is compensated at a rate that is no less than the higher of the rate specified in the Fair Labor Standards Act of 1938 or the rate required under the applicable State or local minimum wage law for the place of employment;
- b. 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 in similar situations, in similar occupations, by the same employer and who have similar training, experience and skills; are eligible for the level of benefits provided to other employees;
- c. In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who do not have disabilities and who are self-employed in similar occupations or perform similar tasks and have similar training, experiences, and skills; and
- d. For the purposes of an employment outcome, the following conditions must be met:
  - i. It is at a location typically found in the community (found in the competitive labor market and not formed for the specific purpose of employing individuals with disabilities);
  - ii. 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 work site who are not individuals with disabilities to the same extent that employees who are not individuals with disabilities and in comparable positions interact with co-workers;

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- iii. Quality integrated interaction does not include supervisory personnel or individuals who are providing services to such employees; and
- iv. It presents, as appropriate, opportunities for advancement that are similar to opportunities for individuals who do not have disabilities.

### 2. AGENCY EXPECTATIONS

All successful IVRS placements must be in a competitive integrated employment setting. For those placements where there are questions regarding whether the setting meets the definition of competitive integrated employment, the following steps must be completed:

- a. The area office will contact Brian Wines with the Department of Human Services (DHS) and inform him that IVRS will be completing the [Competitive Integrated Employment Assessment](#). Brian will provide staff with a local case manager to invite if they are interested in attending.
- b. The IVRS Area Office Supervisor is responsible for completing the [Competitive Integrated Employment Assessment](#), though the IVRS staff in charge of the case file may also attend with the Supervisor.
- c. Once the document is completed, the Supervisor will sign it and submit it to the RSB Bureau Chief. The Bureau Chief must review it and once in agreement, will sign off on it.
- d. The Supervisor and/or IVRS staff will discuss the results of the assessment with the employment site and the job candidate to assure all understand how the placement does, or does not, meet the requirements of competitive integrated employment. If the placement does not meet those requirements, information should be provided as to how the placement could work towards meeting the requirements.

### 3. EXCEPTIONS

- a. None

### 4. APPLICABLE FORMS/DOCUMENTS

- a. [Competitive Integrated Employment Assessment](#)
- b. [Competitive Integrated Employment Internal Controls](#)
- c. [Federal Minimum Wage Information](#)

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- d. [RSA-FAQ-22-02](#)
- e. [Subminimum Wage Policy](#)

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515-281-4211 /515-281-7645 (FAX)/ 1-800-532-1486 (VOICE/TTY) PAGE | 3