

Competitive Integrated Employment Assessment

Job Candidate: _____

Location: _____ **Position:** _____ **Completed By:** _____ **Date:** _____

Standard	Description	Yes/No	Comments/Recommendations
Employment Outcome	Is the work full or part-time work, includes customized employment, telework, self-employment, business ownership?		
	Business definitions of full or part-time work vary across business sectors: Does the work meet the definition for the business sector?		
Location is Typically Found in the Community	Is the business formed for the purpose of employing persons with and without disabilities? (Cannot only be for the purpose of hiring people with disabilities.)		
	Is the business in an integrated setting meaning it is typically found in the competitive integrated labor market?		
	Is the setting one where individuals with disabilities engage in typical daily work patterns with co-workers who do not have disabilities?		
	Is the setting one where workers with disabilities are not congregated?		

Standard	Description	Yes/No	Comments/Recommendations
Integrated location – Quality and Level of Interaction	Does the individual with a disability interact <u>with employees without disabilities</u> in the work unit and across the work site to the degree that employees without disabilities in similar positions interact with these same persons?		
	Does the individual with a disability interact with co-workers who are not individuals with barriers to employment and receive funding from other service organizations?		
	Does the individual with a disability interact with co-workers who do not have disabilities to the same or similar extent that employees without disabilities interact <u>in the performance of the work?</u>		
	Is the interaction between the individual with a disability and the non-disabled co-worker more of a work interaction and not only that of the casual, conversational, and social interaction that takes place in the workplace such as lunch rooms, etc.?		

Standard	Description	Yes/No	Comments/Recommendations
Work Unit	Is the interaction between the individual with a disability and the non-disabled co-worker within the work unit where the work is performed by the individual with a disability the same or similar to that of the non-disabled co-worker in the work unit? (within and across work units)		
	Is the level of interaction between the individual with a disability working in a particular job to accomplish a task the same or similar to the interaction of an employee without a disability who interacts with others of the work unit? (If the individual works alone, does he/she still interact to the same extent as the person without a disability interacts (for the same or similar job with others in the work unit)?		
	The work is performed in an integrated community setting and not in an enclave, small group, mobile work crew, or other group settings?		

Standard	Description	Yes/No	Comments/Recommendations
Opportunities for Advancement	Does the individual with a disability have opportunities for advancement the same as those who do not have disabilities?		
	If the individual with a disability performs well and an opening with the company arises, can the individual move into that position without having to apply or start over on the salary scale?		
Competitive Wage	Is the work performed by the individual with a disability at minimum wage, or the comparable wage, and receive the same level or similar level of benefits by the employer?		
Summary Questions	Is the agency's policy consistent with the site being a Competitive Integrated Work Setting?		
	Does the policy show that it is a business that delivers a service or product to the community or customer?		
	Does the Financial documentation show that there is no funding source to support the individual to work in the setting evaluated? (i.e. DHS, VA)		

Does the position qualify as competitive integrated employment? Yes No

If not, does the business wish to work with IVRS to achieve CIE? Yes No

Supervisor Signature

Date

Bureau Chief Signature

Date

DEFINITIONS

Competitive Integrated Employment means full or part-time work at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work, and fully integrated with coworkers without disabilities. This is considered the optimal outcome under WIOA.

Customized Employment is defined competitive integrated employment for an individual with a significant disability that is based on an individualized determination of the strengths, needs, and interests of the individual with a significant disability, designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer, and carried out through flexible strategies.

Individual Supported Employment involves supports provided to, or on behalf of an individual that enables them to obtain and achieve stabilization in individual employment. Services are provided to individuals who need support because of their disabilities and who are unlikely to obtain and advance in individual employment absent the provision of supports.

Long-Term Job Coaching is support provided to, or on behalf of an individual that enables them to maintain an individual job in competitive, customized, or self-employment in an integrated work setting in the general workforce.

Small Group Supported Employment services are training and support activities provided in regular business, industry and community settings for groups of two (2) to eight (8) workers with disabilities. The outcome of this service is sustained paid employment experience, skill development, career exploration and planning leading to referral for services to obtain individual integrated employment for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.

Supported Employment: The new definition for supported employment makes clear that supported employment is integrated competitive employment, or an individual working on a short-term basis in an integrated employment setting towards integrated competitive employment. In addition, customized employment is now included within the definition of supported employment.

Work Unit: As used in the regulatory definition of "competitive integrated employment", "work unit" may refer to all employees in a particular job category or to a group of employees working together to accomplish tasks, depending on the employer's organizational structure. For example, a work unit could be a team, crew, division in an office, or, depending on the organizational structure of the employer, the entire office. In other words, the work unit refers to those individuals with whom an employee works most closely during the course of performing their work duties.

Worksite: The worksite, as used in the standards at 34 C.F.R. at 34 C.F.R. § 361.5(c)(9)(ii)(B), depends on the business operations of the CRP and the location or locations where they are performed. In general, the term refers to the broader location in which the work unit, as described above, performs its work (e.g., the entire warehouse or office building).