

# Competitive Integrated Employment

## What is Competitive Integrated Employment?

Competitive Integrated Employment (CIE) results in sustained paid employment in a job that is in an integrated setting and has wages and benefits that are similar to those without disabilities performing similar work. This is in accordance with the definition of "competitive integrated employment" as defined in the Workforce and Innovations Opportunities Act (WIOA).



### Exploration

Exploration services identify a person's specific interests and aptitudes leading towards informed choice to work or not. This includes four to five experiences designed to identify skills transferable to CIE or self-employment.



### Work Strategy Assessment

This service is designed to create a clear plan for job development, including a planning meeting that involves the job seeker and other people that will be supporting the job seeker.



### Pre-Employment Skill Building

Pre-employment skill building provides learning and work experiences in integrated community settings for up to 24 months where an individual can develop general and employment specific skills to enhance employability.



### Discovery

Discover is a time limited (60 days) targeted service designed to assist a job seeker pursuing CIE to identify conditions necessary for successful employment or self-employment.



### Customized Employment Planning

Information from the Discovery phase will be used to develop a plan for the job seeker toward meaningful employment. This includes determining a list of potential employers and conducting a benefit analysis.



### Job Development

Employment professional will follow up with the team to finalize and ensure the plan is moving forward.



### Small Group Supported Employment

A time-limited service, up to a cumulative total of 24 months that involves employment services, training, and support activities provided in a typical integrated employment setting for groups of up to four people with disabilities with a goal of moving into CIE.



### Supported Employment Long Term Support

Includes identification and provision of services, appropriate supports, task analysis, and systematic instruction to assist the individual to maintain and progress in employment.



### Community Learning Services

Provides individuals with opportunities to engage and participate in activities within an integrated community setting in groups of three or fewer.