



### **Competitive Integrated Employment:**

Congress and the federal government have made a shift to support Competitive Integrated Employment. Legislation was passed and now North Carolina is working to comply with this policy shift.

In the Fall of 2021, NC DHHS, Disability Rights NC, and The Center for Public Representation agreed to initiate a plan to promote compliance with the integration mandate of the Americans with Disabilities Act and other applicable laws related to protection of the rights of individuals with disabilities. Specifically, the agreement is designed to “effectively and efficiently implement reforms to expand supported employment services, to improve and increase competitive integrated employment outcomes, and to communicate and share information relevant to each party’s respective areas of administrative and enforcement authority.” The state has a plan that extends to July of 2028 by which time Competitive Integrated Employment (CIE) will be available to all qualifying individuals with IDD. The plan has many components to it that include employment, supports and apprenticeship/internship opportunities.

NC DHHS has provided a definition for Competitive Integrated Employment that includes:

- Employee works either full-time or part-time, including self-employment
- Employee is paid at a rate that is not less than the minimum wage
- Employee is eligible for the level of benefits provided to other employees
- Employee works at a place where the employee can interact with other persons who are not individuals with disabilities to the same extent that all employees interact with these persons
- Employee has opportunities for advancement in the organization

### **Resources for More Information about CIE:**

#### **North Carolina:**

- Summary of the agreement and the full agreement between the NC DHHS, Disability Rights North Carolina and the Center for Public Representation: <https://disabilityrightsncc.org/resources/changes-to-segregated-employment-in-nc/>.
- [LME-MCO Joint Communication Bulletin # J403](#)
- [TAC report and assessment completed for North Carolina](#)

#### **Federal:**

- 8/3/22 federal memo on CIE:  
[https://rsa.ed.gov/sites/default/files/subregulatory/A%20Framework%20for%20Community%20Engagement%200.pdf?utm\\_content=&utm\\_medium=email&utm\\_name=&utm\\_source=govdelivery&utm\\_term=](https://rsa.ed.gov/sites/default/files/subregulatory/A%20Framework%20for%20Community%20Engagement%200.pdf?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=)
- Most recent federal legislation supporting CIE: [Workforce Innovation and Opportunity Act](#)
- Federal regulations related to Workforce Innovation and Opportunity Act:  
<https://www.federalregister.gov/documents/2016/08/19/2016-15980/state-vocational-rehabilitation-services-program-state-supported-employment-services-program#p-246>
- [ICI Community Inclusion webpage](#)

**State of Oregon:**

Dept. of Human Services:

<https://www.oregon.gov/dhs/employment/employment-first/Pages/policy.aspx>

Worker's Guide:

<https://www.oregon.gov/dhs/EMPLOYMENT/EMPLOYMENT-FIRST/Policy/ODDS-Benefits-Counseling-Worker-Guide-March-2020.pdf>