



# Competitive Integrated Employment (CIE) Overview

State Council on Developmental  
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## What does CIE really mean?

- ✚ Work in an integrated setting;
- ✚ Minimum wage or above;
- ✚ Employee benefits and equal promotional opportunities

## Which agencies are mandated to assist individuals to achieve CIE?

- ✚ School Districts, CA Dept. of Education (CDE)
- ✚ Regional Centers, CA Dept. of Developmental Services (DDS)
- ✚ Dept. of Rehabilitation (DOR)

## Regional Centers assist individuals with CIE by securing services and supports to maximize opportunities and choices for living, working and recreating in the community, for example:

- ✚ Supported Employment
- ✚ Independent Living Skills
- ✚ Vocational Education
- ✚ Self-employment resources
- ✚ Mobility training and related transportation services

## What settings are NOT CIE:

- ✚ Day Programs that typically provide non-employment-related services during the day, commonly in segregated settings
- ✚ Work Activity Centers/Sheltered Workshops that typically take place in a segregated setting and offer compensation below minimum wage
- ✚ Enclaves (segregated group employment) settings that typically pay less than minimum wage

## What is the Competitive Integrated Employment (CIE) Blueprint?

- ✚ Launched in 2014, finalized in 2017.
- ✚ Prepared by the CDE, DOR, and DDS.
- ✚ The Blueprint is the result of the commitment between the three departments to provide

opportunities for Californians with intellectual and developmental disabilities, regardless of the severity of their disability, to prepare for and participate in CIE.

### The Blueprint addresses the following areas:

- ✚ Expanding joint information sharing
- ✚ Coordinating efforts across the three systems to utilize existing resources more effectively
- ✚ Increasing collaboration between departments at the state level, and entities at the local level, to better plan, implement, and evaluate services to increase competitive integrated employment
- ✚ Increasing participation of individuals with I/DD in the California workforce development system

- ✚ Improving business partner engagement with regard to hiring individuals with I/DD in both the public and private sectors
- ✚ Offering individuals, their support network, and business partners, information and technical assistance related to CIE

### ✚ Competitive Integrated Employment Resources

- ✚ Competitive Integrated Employment Blueprint:  
[http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-\(CIE\).aspx](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-(CIE).aspx)
- ✚ WIOA:  
<https://www.doleta.gov/wioa/>
- ✚ Disability Benefits 101:  
<https://ca.db101.org/>
- ✚ CECY:  
<https://www.semel.ucla.edu/tarjan/cecy>

- ✚ U.S. Dept. of Labor's Office of Disability Employment Policy:  
<https://www.dol.gov/odep/>
- ✚ LEAP Certification:  
<http://www.dor.ca.gov/LEAP/index.html>
- ✚ Diversity Inc. Top 50 List:  
[www.diversityinc.com/the-diversityinc-top-50-companies-for-diversity-2017](http://www.diversityinc.com/the-diversityinc-top-50-companies-for-diversity-2017)
- ✚ National Center on Workforce and Disability:  
<http://www.onestops.info>
- ✚ Think Beyond the Label:  
[www.thinkbeyondthelabel.com](http://www.thinkbeyondthelabel.com)
- ✚ SCDD's Employment Data Dashboard:  
[https://scdd.ca.gov/employment\\_data\\_dashboard/](https://scdd.ca.gov/employment_data_dashboard/)
- ✚ Job Accommodation Network:  
<https://askjan.org>