



Competitive Integrated Employment

Summary of Competitive Integrated Employment (CIE) Data State Fiscal Year (SFY) 2020-2021

People of Working Age 18-64

Enrolled in Family Care, Family Care Partnership, and IRIS

Introduction

The DHS Guiding Principles for CIE For People in Long-Term Care¹ states, "Competitive Integrated Employment (CIE) is the first and preferred employment outcome for all working age youth and adults." Work benefits people with disabilities by increasing quality of life, improving health and self-confidence, bettering social life, and increasing sense of community.^{2,3,4} By encouraging and supporting more long-term care members and participants to work in CIE, these benefits are realized by more people and more communities.

This report summarizes Wisconsin Department of Health Services (DHS) CIE data collected for State Fiscal Year (SFY) 2020-2021. CIE data is obtained quarterly from managed care organizations (MCO) and IRIS (Include, Respect, I Self-Direct) consultant agencies (ICA) through the DHS information exchange system (IES).

CIE Definition

For the purposes of this summary report, CIE is defined as:

- Work performed on a full-time or part-time basis.
- Compensated not less than the applicable state or local minimum wage law (or the customary wage), or if self-employment, yields income comparable to persons without disabilities doing similar tasks.
- The worker should be eligible for the level of benefits provided to other employees.
- The work should be at a location typically found in the community, where the employee with a disability interacts with other persons who do not have disabilities and are not in a supervisory role.
- The job presents opportunities for advancement.⁵

¹ <https://www.dhs.wisconsin.gov/publications/p01786.pdf>

² Schall, C., Sima, A.P., Avellone, L., Wehman, P., McDonough, J., & Brown, Al. (2020). The effect of business internships model and employment on enhancing the independence of young adults with significant impact from autism. *Intellectual and Developmental Disabilities*, 58(4), 301-313. <https://doi.org/10.1352/1934-9556-58.4.301>

³ Kuiper, L., Bakker, M., & Van der Klink, J. (2016). The role of human values and relations in the employment of people with work-relevant disabilities. *Social Inclusion*, 4(4), 176. <http://dx.doi.org/10.17645/si.v4i4.696>

⁴ Owen, F., Li, J., Whittingham, L., Hope, J., Bishop, C., & Readhead, A., et al. (2015). Social return on investment of an innovative employment option for persons with developmental disabilities. *Nonprofit Management and Leadership*, 26(2), 209–228. <https://doi.org/10.1002/nml.21187>

⁵ Workforce Innovation and Opportunity Act (WIOA) amended Rehabilitation Act Title IV 2014

DHS CIE criteria outlined in the MCO contract further clarifies the Workforce Innovation Opportunity Act (WIOA) definition and includes the following criteria:

Compensation Wage Employment:

- a) Paid at state minimum wage (or local minimum wage if a local ordinance sets the minimum wage higher than the state minimum wage) or higher.
- b) Self-Employment: Yields income comparable to persons without disabilities doing similar tasks, and for those self-employed at least one year, the income, when calculated on a per-hour worked basis, is at least state minimum wage or the customary wage for that type of employment.

Location: The work location must be a location typically found in the community.

Interactions: When at the work location, the employee with a disability routinely interacts with coworkers and customers or patrons who do not have disabilities to the same extent as a worker without disabilities filling the same or similar position would interact with coworkers and customers or patrons who do not have disabilities.

Coworkers and customers or patrons do not include supervisors or provider agency staff providing supported employment or personal care supports to the employee with a disability.

Individualized Position: The person is employed or self-employed in a distinct position. This means:

- a) The person is not sharing a job with another person(s) with disabilities that the business would consider to be one job, unless those sharing a position are working at different times or days.
- b) If all other CIE criteria are met, two or more people with disabilities in two different positions at the same employer and sharing job coaching support is considered CIE. The person is not working in a team (side by side, same work schedule, identical or virtually identical tasks and duties).
- c) If all other CIE criteria are met, people working in the same business at the same time who are sharing job coaching support and may be doing similar tasks with the same work schedule may be counted as CIE as long as each person is working in a distinct position.
- d) People working in teams of 2 to 8 (for example, in an enclave or as part of a work crew) are considered to be in group community employment, not CIE. This exclusion applies regardless of the service title and billing code used for waiver-funded supports needed to work.

Employer of Record: CIE assumes that in the vast majority of cases, the employer of record will be the business or organization that:

- a) Operates the location(s), typically found in the community (as defined above), where the individual engages in paid work.
- b) Benefits directly from the work done by the person with a disability.

The only exceptions to this expectation are when:

- a) The business or organization does not typically act as employer of record for other employees without disabilities.
- b) The business or organization is a government entity, including tribal government, and/or a unionized workplace.

In these two documented situations, the employer of record may be a provider of services.

Data Details

Both the WIOA CIE definition and the DHS CIE criteria were used to determine individuals of working age (18-64) participating in CIE in Wisconsin in the Medicaid waivers that include Family Care, Family Care Partnership, and IRIS.

- Five MCOs and seven ICAs participate in the CIE data collection.
 - The MCOs include: Community Care Inc., iCare, Inclusa, Lakeland Care, and My Choice Wisconsin.
 - The ICAs include: Advocates 4U, Connections, Consumer Direct of Wisconsin, First Person Care Consultants, Midstate Independent Living Choices (MILC), Progressive Community Services (PCS) and The Management Group (TMG).
- The data DHS collected relies on MCOs and ICAs gathering CIE information from both vocational supported employment providers and from the individuals working in CIE who do not receive supported employment services to support them with their job.
- DHS collects CIE data for individuals from the age of 18 until they no longer receive services in the Medicaid waivers. However, the SFY 20-21 data represents CIE wage and hour data from people 18 to 64 years of age, which is considered working age for this report.
- In SFY 20-21, there were 85 people over the age of 65 working in CIE, but these individuals are not represented in the data, narrative, or charts in this report.

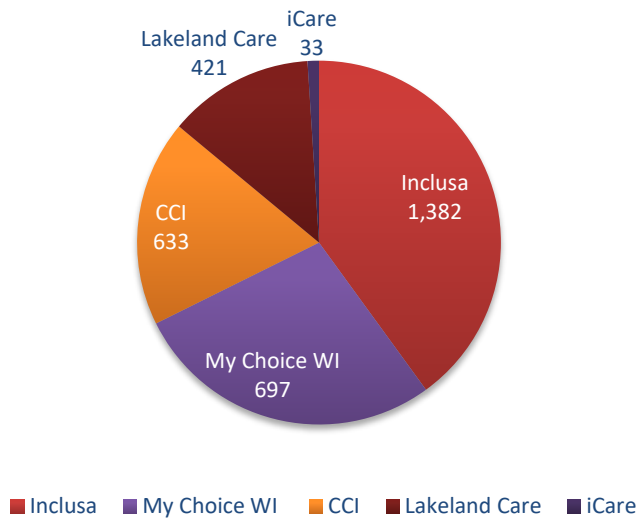
Data Results

- There are 51,754 people of working age served in the adult Medicaid waivers.
- There are 5,150 people working in CIE in the adult Medicaid waivers of Family Care, Family Care Partnership, and IRIS in SFY 20-21. That number represents 10% of the total population in these Medicaid waivers.
- Those 5,150 people earned approximately \$33.7 million dollars and paid taxes on their earnings.
- Of the people working in CIE, 59% did not receive supported employment support services to help them with their job. In other words, 59% of the people working in CIE worked independently without paid support.
- There were 3,166 Family Care and Family Care Partnership members working in CIE for SFY 20-21. Refer to the chart below to see the number of members supported by each MCO.
- There were 1,984 IRIS participants working in CIE for SFY 20-21. Also, refer to the chart below to see the number of participants supported by each ICA.
- The median wages earned by members and participants was \$9.50 per hour.
- The median hours worked per week was 12.5.

Charts

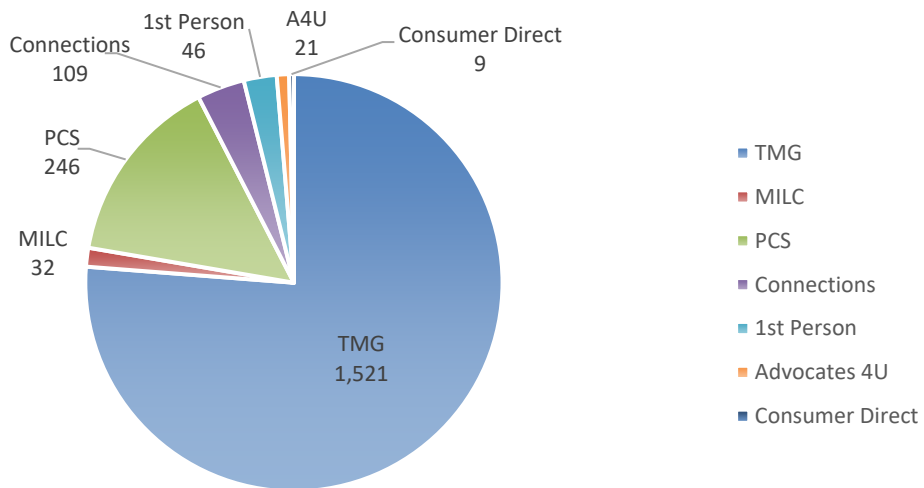
- The charts below indicate the number of people in CIE by MCO and ICA along with the median wages and hours worked by individuals per MCO and ICA.

State Fiscal Year 2020-2021 Family Care Members Working in CIE



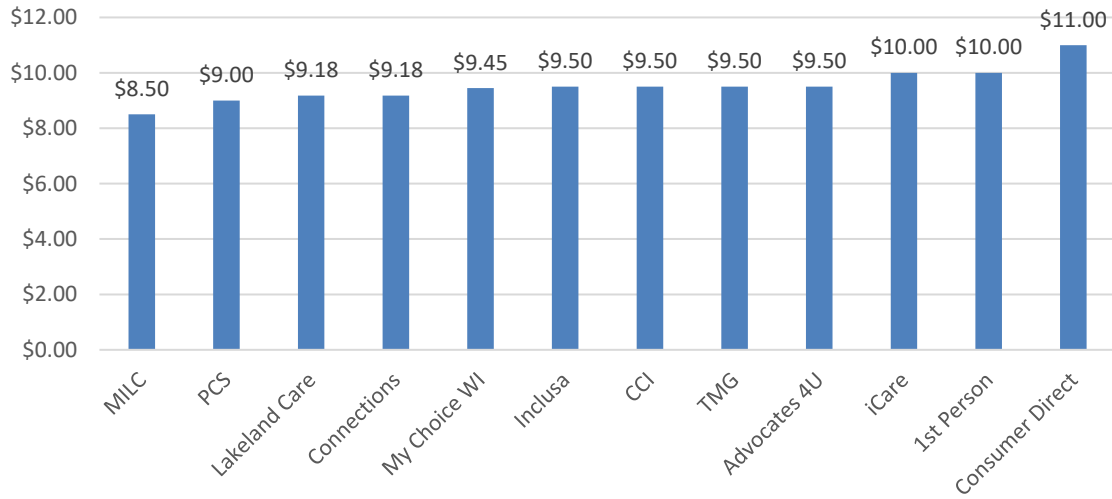
3,166 MCO Members in CIE

State Fiscal Year 2020-2021 IRIS Participants Working in CIE



1,984 IRIS Participants in CIE

State Fiscal Year 2020-2021 Median Hourly Wage per MCO/ICA



State Fiscal Year 2020-2021 Median Hours Worked per Week by MCO/ICA

