

California CIE Project – CIE Definition  
**“Real Work for Real Pay in the Real World”**  
(DRAFT Document)

The California Department of Education (CDE), Department of Rehabilitation (DOR) and Department of Developmental Services (DDS) mutually agree upon the following definition for and goal of “competitive integrated employment.”

Opportunities to participate in or prepare for competitive integrated employment shall be given the highest priority for working age individuals with intellectual disabilities and developmental disabilities, regardless of the severity of their disabilities.<sup>1</sup> Tools and resources available under the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et. seq.), Rehabilitation Act (20 U.S.C. § 107 et seq.), and California Welfare and Institutions Code may be used, as appropriate, to assist individuals achieve competitive integrated employment.

Common Definition of Competitive Integrated Employment

The term “competitive integrated employment” means work that is performed on a full-time or part-time basis (including self-employment) –

A. For which an individual:

- Is compensated at a rate that shall be not less than the higher of the rate specified in section 6 (a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. § 206 (a)(1)) or the rate specified in the applicable state or local minimum wage law; and is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills.
- In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills.

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<sup>1</sup> Derived from the Employment First Policy (Welf. & Inst. Code § 4869, subd. (a)(1)).  
Note, intellectual disabilities are not included in the statute.

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- Is eligible for the level of benefits provided to other employees.
- B. That is at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons.
- C. That, as appropriate, present opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.<sup>2</sup>

Common Goal of Competitive Integrated Employment

The departments agree that all working age youth and adults with intellectual disabilities and/or developmental disabilities will have the choice and opportunity to prepare for, or work in jobs that are integrated within the general workforce and work side-by-side with co-workers with and without disabilities, earning benefits and competitive wages or income from self-employment or microenterprise, and have the opportunity to prepare for or achieve professional and career advancement.<sup>3</sup>

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<sup>2</sup> Federal definition of “Competitive Integrated Employment” (Workforce and Innovation Opportunity Act, § 7, 29 U.S.C. § 705(5).)

<sup>3</sup> Derived from the [2011 Employment First Report](#).