

FINDING DATA ON COMPETITIVE INTEGRATED EMPLOYMENT

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Competitive integrated employment (CIE) is a term often used to describe a type of job for a person with a disability. The term is legally defined in the 2014 Workforce Innovation and Opportunity Act (WIOA). CIE is the goal for federally funded employment services, including those funded through the Medicaid Home and Community Based Waiver and vocational rehabilitation (VR) programs, regardless of whether the person needs help finding or keeping their job. [Read how the federal law defines CIE.](#)

HOW DO WE KNOW IF SOMETHING IS CIE?

There are many terms used to describe the employment services and outcomes people with disabilities experience. Therefore, it is sometimes confusing to determine whether a job is CIE or not. Here are some important questions to ask to determine if a job is CIE:



Is the job located in a business in the community?



Can anyone apply for the job?



Do people with disabilities earn similar wages as their coworkers who do not have disabilities and are performing the same job?



Does the person get paid directly by the business that employs them?



Does the job offer the same opportunities for benefits and career advancement to everyone regardless of whether they have a disability?

If the answer to all these questions is yes, then the job is *likely to be* CIE.

But there are a two more questions to ask:



Is the person's employer also paid to provide them with employment or other services?



Was the employment setting established specifically for the purpose of employing individuals with disabilities?

If the answer to either of these questions is yes, then the job is *not considered* CIE.

WHAT ELSE IS NOT CIE?

You may have heard the term “integrated community jobs.” An integrated community job is a broad term that includes CIE and small group community employment. Small group jobs are also called:

- “group supported employment”
- “group supported jobs”
- “enclaves”
- “work crews”

Group jobs do not meet the guidelines for CIE.



There are other types of jobs that are in the community, but are not CIE. For example, a business that primarily hires people with disabilities may be in the community, but it is not CIE.

Lastly, a job that pays minimum wage is not inherently CIE. The wage paid is only one criterion to examine when determining if a job is CIE.

WHERE CAN YOU FIND DATA ON CIE?

You can explore data on CIE through nationwide datasets. Both the National Core Indicators (NCI) project and the Rehabilitation Services Administration's RSA-911 have valuable findings about the employment outcomes of people with IDD.

The NCI tracks the outcomes of individuals who receive services from participating state intellectual and developmental disabilities agencies. NCI specifically looks for information on people working in individual jobs to learn more about CIE outcomes for people served by state IDD agencies.

The RSA-911 is a federal dataset that captures characteristics of VR services provided to people with disabilities as well as education and employment outcomes of individuals receiving VR services.

To learn more about the datasets that describe employment for people with IDD, see [Data Note 86: *Defining Intellectual and Developmental Disability*](#)

CONCLUSION

With an increasing emphasis on CIE for people with IDD at the federal and state levels, the nation is poised for transformation that could put Americans with disabilities on a path out of poverty and toward self-sufficiency, away from segregation and toward community engagement. The shift is an important contribution to raising expectations, improving outcomes, and increasing self-sufficiency for people with IDD in every state.

You can find data on CIE outcomes for people with IDD in the NCI and RSA-911 datasets and in publications available through ThinkWork/StateData. However, it is important to be able to identify whether the employment outcome data meets the expectations for CIE.

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