



TRANSITION TO EMPLOYMENT



GET THE
FACTS
#1

FOR ADDITIONAL ISSUES OF "GET THE FACTS," VISIT WWW.EMPLOYMENTFIRSTMA.ORG/MPTTE/



FACT

You can achieve competitive integrated employment even if you need job supports on an ongoing basis.

The Workforce Innovation and Opportunity Act (WIOA) defines **competitive integrated employment** as

- Work that is performed on a full-time or part-time basis (including self-employment) that pays above minimum wage and not less than the customary rate paid by the employer for the same or similar work to individuals who have similar training, experience, and skills;
- With eligibility for the level of benefits provided to other employees in similar positions;
- At a location where employee interacts with other people who are not individuals with disabilities to the same extent as other employees without disabilities in comparable positions;
- As appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Supported employment is competitive integrated employment for those with more significant disabilities, that involves ongoing support services.

Customized employment is supported employment that involves matching an individual's strengths to an employer's needs via the following types of arrangements:

- Customizing a job description based on current employer needs or on previously unidentified and unmet employer needs;
- Developing a set of job duties, a work schedule and job arrangement, and specifics of supervision (including performance evaluation and review), and determining a job location;
- Using a professional representative chosen by the individual, to work with an employer to facilitate placement; and
- Providing services and supports at the job location.



Resources for more information

Resources and Strategies for Competitive Integrated Employment from the Workforce Innovation Technical Assistance Center (WINTAC):

www.wintac.org/topic-areas/resources-and-strategies-for-competitive-integrated-employment#intro

Massachusetts Partnership for Transition to Employment (MPTE):

www.employmentfirstma.org/MPTTE

Sponsored by the Massachusetts Partnership for Transition to Employment (MPTE), a federal system change grant designed to improve transition outcomes that lead directly to paid employment and/or post-secondary options for individuals with ID/DD. The MPTE is led by the Massachusetts Department of Developmental Services with partners that include the: Department of Elementary and Secondary Education, Massachusetts Rehabilitation Commission, Executive office of Labor and Workforce Development, the MA Developmental Disability Council, Massachusetts Advocates Standing Strong, The Arc of Massachusetts, and the Institute for Community Inclusion/UMass Boston.