Vocational Rehabilitation (VR) and the Office of Developmental Disabilities Services (ODDS) have published tools to help evaluate whether a specific job is Competitive Integrated Employment (CIE) to meet federal and state requirements for the VR program as well as ODDS job coaching and job development services.

Long-standing federal and state guidance requires that competitive integrated employment, supported through VR services and ODDS job coaching services, be in a typical community setting. Work to complete contracts that mandate a ratio of workers with disabilities is not a typical community setting. These settings are designed to hire persons with disabilities and do not meet requirements for Competitive Integrated Employment. Examples of contracts requiring a mandated ratio of workers with disabilities include work under federal AbilityOne contracts, or work under the State of Oregon’s Qualified Rehabilitation Facility (QRF) contracts. Additional requirements related to CIE are outlined in the guidance.
Revised tools include:

- A VR Toolkit that includes the following:
  - Checklist for evaluating whether a job meets requirements for CIE.
  - Chart of CIE requirements (from VR Supported Employment Manual; DHS form #1724).
  - A CIE fact sheet (from VR Supported Employment Manual; DHS from #1724)
  - RSA: Integrated Location Criteria of the Definition of “Competitive Integrated Employment” FAQs (selected questions as an overview; to see all 7 questions and responses, go to the WINTAC website at www.wintac.org)
  - Definition of Competitive Integrated Employment from federal regulations at 34 CFR 361.5(c)(9).
  - A list of Oregon QRFs (not CIE).

- ODDS Worker’s Guide on Competitive Integrated Employment (and requirements for ODDS Job Coaching), which now includes:
  - Reference to the VR toolkit and the CIE checklist.
  - A list of Oregon QRFs (i.e. settings that do not meet Job Coaching or Job Development requirements for CIE).

These tools are published on the ODDS I/DD employment policy website and the VR policy page.

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