

# COMPETITIVE INTEGRATED EMPLOYMENT EVALUATION

Michigan Department of Health and Human Services  
Michigan Rehabilitation Services

## Employer Information

Employer:	Position:
Pay Rate:	Work Location:

## Work Setting – Typically found in the Community

All boxes must be checked to meet the standard of “Typically found in the Community.”

- Position is “typically found in the community.” “Typically found in the community” are those in the competitive labor market.
- A Community Rehabilitation Organization is defined as an agency, organization, or institution, or unit of an agency, organization, or institution that provides directly or facilitates the provision of vocational rehabilitation services or specific employment for individuals with disabilities as one of its major functions.
  - A position is considered “typically found in the community” if it is within a community rehabilitation organization structure, and is **not** established specifically for the purpose of employing individuals with disabilities.
  - **Note:** A work setting, including settings operated by community rehabilitation organizations that exclusively service other individuals with disabilities (e.g., group homes, centers for independent living, inclusive child care centers, adult day programs, or peer support programs) may be considered “typically found in the community” and should be evaluated on a case by case basis.
- If the position is a direct labor position (not including supervision or managerial/administrative positions), funding for the position is not derived from Federal sources specifically established to assist with establishing positions for individuals with disabilities. Such positions are **not** “typically found in the community.” Examples include:
- Javits-Wagner-O’Day (JWOD) – Act/Ability One contracts
  - An Ability One contract must have 75% of direct labor time dedicated for individuals with disabilities, if the CRO is counting the MRS customer as an individual with a disability then the position would not be an integrated position as it is not “typically found in the community” and is structured specifically for individuals with disabilities.
  - Community Rehabilitation Organization Set-Aside contracts
  - Any positions or occupations that are in place due to a funding stream or contract to specifically service individuals with disabilities.
- Note:** Federal hiring of individuals with disabilities through Schedule A is considered competitive integrated employment as they are “typically found in the community.”
- Note:** As a form of self-employment and business ownership, the outcomes of individuals in the vending facilities established under the Randolph-Sheppard Act are deemed to be in integrated settings and are “typically found in the community.”
- The position is not a Group or Enclave setting: Individuals with disabilities hired to perform work under service contracts, either alone, in mobile work crews, or in other group settings (e.g., landscaping or janitorial crews, call centers, workshops, etc.), whose interaction with individuals without disabilities is limited to customers or individuals working in or visiting the work location, is not “typically found in the community.”

Comments:

### **Integrated Location and Work Unit**

All boxes must be checked to be considered an Integrated Location and Work Unit.

- A work unit refers to all employees in a job category or to a group of employees working together to accomplish tasks.
  - A work unit must contain individuals with and without disabilities that interact on a regular basis.
  - A greater interaction must occur than merely a casual and social interaction.
- The individual with a disability interacts with employees of the employer in similar positions and interacts with other individuals without disabilities to the same extent that employees without disabilities interact with others.
- The individual with a disability interacts, while performing the job duties, with non-disabled peers in the work unit and the entire work site and, as appropriate to the work performed, other individuals (e.g., customers and vendors), who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to employees) to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these individuals.

Comments:

### **Benefits and Rate of Pay**

All boxes must be checked to be considered Competitively Employed.

- Position (including self-employment) is compensated at a rate that:
- A. Is not less than the rate required under the State minimum wage law or Federal or local minimum wage, whichever is higher;
  - B. 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
  - C. In the case of 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; and
  - D. Is eligible for the level of benefits provided to other employees.
- Presents, as appropriate, opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Comments:

The Michigan Department of Health and Human Services (MDHHS) does not discriminate against any individual or group because of race, religion, age, national origin, color, height, weight, marital status, genetic information, sex, sexual orientation, gender identity or expression, political beliefs or disability.