



We support the [guiding principles from the Department of Health Services](#) that define Competitive Integrated Employment (CIE) as the preferred employment outcome for people with disabilities. We agree with the Department's definition of Competitive Integrated Employment as work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage law (or the customary wage), or if self-employment, yields income comparable to persons without disabilities doing similar tasks; the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community where the employee with a disability interacts with other persons who do not have disabilities and are not in a supervisory role, and; the job presents opportunities for advancement.¹

We recognize the principles are based on the evidence that CIE contributes to positive outcomes for people using long-term supports. We also recognize that person centered planning based on informed choice will continue to guide the creation of each individual's service plan in long-term care. That plan may include an array of HCBS-compliant services, including work incentives benefits counseling, supported employment, and day supports. Prevocational services will continue to be a part of the menu of services from which people can make an informed choice.

Our organizations' joint support of these principles is the result of significant discussion and collaboration that will continue. We look forward to working together to support the Department of Health Services in the effort it will take to realize these aspirational goals and to ensure that all people with disabilities using long-term supports have equal access to the supports necessary to achieve community integrated employment as one component of a meaningful life.

Read the Guiding Principles here: <https://www.dhs.wisconsin.gov/publications/p01786.pdf>

¹ Workforce Innovation and Opportunity Act (WIOA) amended Rehabilitation Act Title IV 2014

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