



Beginning the Summer of 2019, we will align our definition of “competitive employment” with the term “competitive integrated employment” in section 7(5) of the Rehabilitation Act, as amended by W.I.O.A. and 34 §CFR 361.5(c)(9).

Indicator 14: Competitive Employment

- **No changes to previous criteria:**
 - For pay at or above minimum wage
 - An average of 20 hours per week
 - At least 90 days consecutive or cumulative
 - Includes military
- **What’s new:**
 - **Additional criteria** re: level of interaction (integrated location) and opportunities for advancement

Competitive Integrated Employment – Components of W.I.O.A. Definition

**Employment must satisfy the requirements for all three components:*

- **Competitive earnings**
 - Equal to or greater than Federal, State, or local **minimum wage** rate, whichever is higher, where the place of employment is located (**no change**).
 - Comparable to the **customary rate** paid by the employer to employees without disabilities in similar positions with comparable skills, experience, and training.
 - Must receive **benefits** comparable to those of employees without disabilities in similar positions.
- **Integrated Location Component**
 - Employment is in a setting (company, business, or service) **typically found in the community** with people with and without disabilities.
 - Employment is in a setting in which the employee with the disability **interacts with employees and other persons without disabilities** to the same extent that employees without disabilities in similar positions interact with these persons.
- **Opportunities for advancement**
 - The employee with the disability must be eligible for the same opportunities for advancement as are available to employees without disabilities in similar positions.

**If an individual’s employment fails to satisfy any one of the above components, the employment will not meet the definition of “competitive integrated employment”.*

For I-14, they count as Other Employment.

***For additional information**, please review the webinar at: [National Technical Assistance Center on Transition](#)

If you have additional questions, please contact Gail Lott at 303-501-0347 or lott_g@cde.state.co.us