

## **Competitive Integrated Employment Checklist**

The Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act (WIOA), places extensive emphasis on the achievement of competitive integrated employment for individuals with disabilities. Per WIOA regulations, competitive integrated employment outcomes under the Vocational Rehabilitation program must meet the following three criteria: (1) competitive earnings, (2) integrated location, and (3) opportunities for advancement. If an individual's employment fails to satisfy any one of the three components, the employment will not meet the definition of competitive integrated employment and is not allowable under the VR program.

The checklist provided below may be used to determine whether a job qualifies as Competitive Integrated Employment and thus may be supported by the VR program:

- ✓ The employee will 1) receive wages at the state or local minimum wage rate, whichever is higher for the place of employment, 2) receive wages comparable to other employees without disabilities who have comparable training, experience, and skills and who perform in similar occupations for the same employer, 3) be eligible for the level of benefits provided to other employees, and 4) be presented opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

- ✓ The employee with the disability will interact with both 1) employees without disabilities in the work unit and the entire employment site while performing his or her job duties, and 2) other persons (e.g., vendors and customers) without disabilities, to the same extent that employees without disabilities in similar positions interact with these persons.
- ✓ The position is typically found in the community and available in the competitive labor market.

For more information from the Rehabilitation Services Administration (RSA) regarding competitive integrated employment visit: [RSA: Integrated Location Criteria of the Definition of “Competitive Integrated Employment” FAQs](#)  
Web Address: <http://go.usa.gov/x9tza>

Per RSA, positions established for the purpose of employing individuals with disabilities, such as those funded through Javits-Wagner-O’Day (JWOD) Act contracts (e.g. AbilityOne) or State purchase programs (MarylandWorks), do not typically meet the RSA Integrated Location Criteria for being typically found in the community. This is because they require compliance with a mandated direct labor-hour ratio of persons with disabilities. Although DORS may not provide funding to support individuals in non-integrated employment, DORS may refer individuals making the informed choice to pursue non-integrated employment to organizations that may assist them.

Page 4 provides examples of non-profit agencies who typically have these state and federal work opportunities in Maryland and non-profits who often employ Maryland citizens in the D.C. and Virginia areas.

For the most current list of AbilityOne partners:

- Visit the [SourceAmerica website](http://www.sourceamerica.org/nonprofit-locator) or call (888) 411-8424.  
Web Address: [www.sourceamerica.org/nonprofit-locator](http://www.sourceamerica.org/nonprofit-locator)
- Visit the [National Industries for the Blind website](http://www.nib.org/associated-agencies/find-agency/maryland#listing) or call 703-310-0500.  
Web Address: [www.nib.org/associated-agencies/find-agency/maryland#listing](http://www.nib.org/associated-agencies/find-agency/maryland#listing)

For the most current list of Maryland Works participating vendors:

- Visit the [Maryland Works website](http://www.mdworks.com/ew_communityservice.html) or call 410-381-8660.  
Web Address: [www.mdworks.com/ew\\_communityservice.html](http://www.mdworks.com/ew_communityservice.html)

## **Addendum: Examples of Non-Profit Agencies with State and Federal Contracts**

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**Note:** Although these non-profits may have job opportunities which are considered non-competitive or non-integrated, they also often have job opportunities which are considered competitive integrated employment. DORS may support consumers employed by these non-profit agencies when the job is one typically found in the community and, thus, competitive integrated employment.

### **AbilityOne Partners**

#### **In-State Partners:**

Alliance, Inc.

Appalachian Parent Association, Inc.

ARC of Northern Chesapeake Region

Athelas Institute, Inc.

Benedictine School for Exceptional Children

Blind Industries and Services of Maryland

Chesapeake Bay Industries, Inc.

CHI Centers, Inc.

Chimes, Inc.

Chimes District of Columbia

Creative Options, Inc.

Didlake, Inc.

Easter Seals

Goodwill Industries International, Inc.

Goodwill Industries of Monocacy Valley, Inc.

Goodwill Industries of the Chesapeake, Inc.

Hagerstown Goodwill Industries, Inc.

Humanim, Inc.

L.I.F.E. Inc.

Melwood Horticultural Training Center  
Metier Services Inc.  
Mission Ability, Inc.  
National Empowerment for Minorities Active in Community, Inc.  
New Horizons Supported Services, Inc.  
NOW - No Opportunity Wasted  
Penn-Mar Organization, Inc.  
Red Wiggler Community Farm  
Service Disabled Veterans Business Association  
Sinai Hospital of Baltimore  
St. Coletta of Greater Washington, Inc.  
The Arc Baltimore, Inc.  
The ARC of Howard County  
The Arc of Montgomery County, Inc.  
The Arc of Prince George's County  
The Arc of Southern Maryland  
The Arc of the Central Chesapeake Region, Inc.  
The Arc of Washington County, Inc.  
The Center for Life Enrichment  
The Maryland Center for Advancement, Inc.  
The National Center on Institutions & Alternatives  
Worcester County Developmental Center

**Out-of-State Partners:**

Catholic Charities  
Goodwill of Greater Washington  
Linden  
Service Source

**Maryland Works Participating Vendors**

CHI Centers, Inc.  
Columbia Lighthouse for the Blind  
Crossroads-JHH Bayview

Davis Memorial Goodwill Industries  
Didlake, Inc.  
Dove Pointe  
eMerge, Inc.  
Friends Aware  
Goodwill Greater Washington  
Goodwill Works of the Chesapeake, Inc.  
Goodwill of Monocacy Valley  
Horizon Goodwill Industries, Inc.  
Humanim, Inc.  
The League for People with Disabilities, Inc.  
Linwood Center  
Lower Shore Enterprises, Inc.  
Melwood  
National Center on Institutions & Alternatives  
New Horizons Supported Services, Inc.  
Opportunity Builders, Inc.  
Penn-Mar Human Services  
People Encouraging People, Inc.  
Providence Center, Inc.  
Rock Creek Foundation  
Scott Key Center  
Spectrum Support, Inc.  
Spring Dell Center, Inc.  
St. Peter's Adult Learning Centers  
VSP, Inc.