

Information Memorandum Transmittal Developmental Disabilities Services



Anna Lansky

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Issue date: 1/10/2020

Topic: Developmental Disabilities

Due date:

Subject: Competitive Integrated Employment: ODDS and VR guidance on requirements for employment services

Applies to (check all that apply):

- | | |
|---|---|
| <input type="checkbox"/> All DHS employees | <input type="checkbox"/> County Mental Health Directors |
| <input type="checkbox"/> Area Agencies on Aging: {Select type} | <input type="checkbox"/> Health Services |
| <input type="checkbox"/> Aging and People with Disabilities | <input checked="" type="checkbox"/> Office of Developmental Disabilities Services (ODDS) |
| <input type="checkbox"/> Self Sufficiency Programs | <input type="checkbox"/> ODDS Children's Intensive In Home Services |
| <input checked="" type="checkbox"/> County DD program managers | <input type="checkbox"/> Stabilization and Crisis Unit (SACU) |
| <input checked="" type="checkbox"/> Support Service Brokerage Directors | <input checked="" type="checkbox"/> Other (<i>please specify</i>): Vocational Rehabilitation Services, Employment Service Providers |
| <input type="checkbox"/> ODDS Children's Residential Services | |
| <input type="checkbox"/> Child Welfare Programs | |

Message:

Vocational Rehabilitation (VR) and the Office of Development 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 form #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.

If you have any questions about this information, contact:

Contact(s): Allison Enriquez (ODDS) & Ann Balzell (VR)	
Phone: 503-945-5827; 503-949-9876	Fax:
Email: employment.first@dhsosha.state.or.us ; vr.policy@dhsosha.state.or.us	