

Reasons You Should Seek Competitive Integrated Employment (CIE)

CIE is a community job that offers individuals with disabilities the same pay, benefits, and opportunities to advance within a company as individuals without disabilities. Why should CIE be Your Child's Employment Goal?

1



Economic Independence

People with disabilities in CIE earn more than peers with disabilities in sheltered settings.

(Taylor et al., 2021)

Making their own money will allow your child to have more long-term opportunities in other life areas! They will have the income to pursue hobbies, develop new leisure interests, and attend social events. Access to money will also help your child have more freedom and be more self-sufficient getting what they need in the community by funding transportation.

Community jobs require a lot of skills in different areas beyond just employment. These areas include learning health & safety routines, self-advocacy skills, social skills, daily self-help tasks, and life-long learning strategies. Research shows that individuals with disabilities in CIE become more independent in these areas after working in the community.

2



Personal Growth

Participation in CIE increases the development of new life skills.

(Schall et al., 2020)

3



Opportunities for Socialization

Community employment offers a chance to make new friends and meet more people.

(Wehman et al., 2020)

Working in the community means working for a boss, meeting co-workers, sometimes interacting with the public, or networking with professionals in similar businesses. This promotes daily interactions with people who share similar interests and opens opportunities to have bigger social circles.

4



Increased Autonomy

Competitive integrated work environments lead to increases in self-determination.

(Wehmeyer & Bolding, 2001)

CIE offers a lot of opportunities to make decisions, problem solve, make choices, set goals, regulate behavior, and develop self-awareness while on-the-job. Research shows that individuals show increases in self-determination when they participate in community-integrated work.

5



Meaningful Contribution

Choosing a job allows a person to contribute to their community in a personally meaningful way.

(Goldfarb et al., 2023)

Helping your child find a job in the community that matches their skills, interests, and preferences will help them contribute to society in ways they find rewarding and enjoyable.



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