The purpose of the vocational rehabilitation services provided by BRS is to assist individuals with disabilities in seeking competitive, integrated employment.

The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE). To be considered “competitive integrated employment,” a job position must satisfy three criteria related to wages/benefits, integration, and opportunities for advancement. Specifically, “competitive integrated employment” means work that is performed on a full-time or part-time basis for which the employee with a disability is:

1. Compensated (including benefits) at a rate of the higher of the Federal, State, or local minimum wage applicable to the place of employment, and not less than the customary rate paid by the employer to employees without disabilities performing the same or similar work and who have similar experience, training, and skills;
2. At a location that is typically found in the community and where the individual with a disability interacts, for the purpose of performing the duties of the job position, with other employees within the work unit and at the entire worksite, and, as appropriate for the work performed, with other persons (*e.g.*, customers and vendors) who are not individuals with disabilities (and who are not supervisory personnel or service providers) to the same extent that non-disabled employees interact with these persons; and
3. That presents opportunities for advancement for individuals with disabilities that are similar to those available to employees without disabilities in similar positions. Competitive integrated employment also includes work performed by individuals with disabilities who are self-employed.

Notes:

* DOL Bureau of Rehabilitation Services will work closely with DHHS Office of Aging and Disability Services and Office of Behavioral Health in evaluating Competitive Integrated Employment for jointly served clients.
* Competitive, integrated employment also includes work performed by individuals with disabilities who are self-employed.

Click here for more information regarding how work sites may be evaluated to determine if they meet the criteria for Competitive Integrated Employment

[Competitive Integrated Employment Evaluation Form](https://www.maine.gov/rehab/docs/2024/crp/MaineEvaluationofWorkSiteIntegrationFormdraftCR122221.docx)