

		Sheltered Employment	Competitive Integrated Employment
Definition		Segregated work setting – environment designated exclusively for individuals with disabilities, typically located in a separate facility or sheltered workshop	Integrated work setting – a work environment where individuals with and without disabilities work alongside one another
Pay		Often pays subminimum wage – compensation that falls below the federal or state minimum wage	Competitive wages – compensation that is at least minimum wage, and comparable to the wages of individuals without disabilities performing the same work
Skill Development		Tasks are often repetitive and low skill Limited opportunities to develop transferable or marketable job skills	Employees gain real-world, transferable skills that can be used in other jobs and industries
Opportunity for Advancement		Rare – limited chances for advancement Often seen as a permanent placement	Possible with support- individuals can advance, change roles, or pursue further education to advance their role
Best Practice		Being phased out – misaligned with modern employment practices and disability inclusion values	Widely supported by disability rights advocates and policymakers
Outcomes		Long-term dependency on services Limited self-sufficiency	Greater financial independence Improved quality of life