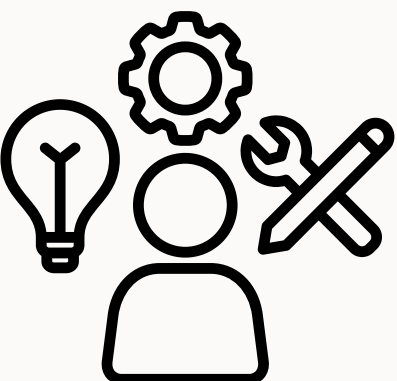
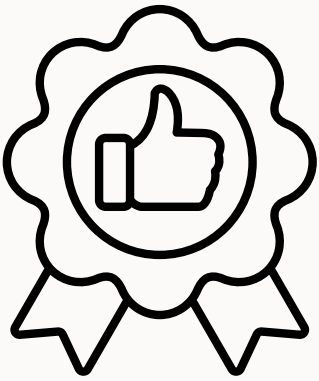


		Sheltered Employment	Competitive Integrated Employment
Definition		Segregated work setting – environment designated exclusively for individuals with disabilities, typically located in a separate facility or sheltered workshop	Integrated work setting – a work environment where individuals with and without 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

Competitive Integrated Employment

Job Coaching

Job coaching offers short-term support to help clients learn their job, roles, and responsibilities. Services fade once the individual is stable in their employment and no longer needs ongoing support.



Supported Employment

Supported employment services include job coaching, skill development, and ongoing support to help individuals with disabilities find and keep meaningful employment.



Customized Employment

Customized employment involves tailoring job responsibilities to align the individual's strengths with the specific needs of a business, followed by providing ongoing support to ensure long-term success.



Segregated Employment

Subminimum Wage/ Sheltered Workshops

Sheltered workshops are segregated work environments where individuals with disabilities perform basic tasks in a highly structured setting, often at below minimum wage.