

Employment at a Glance

A comparison of employment types and related legislation



Types of Employment	
Part-Time and Full-Time Employment	Part-time employment involves working fewer hours than full-time. There is no specific number of hours that makes someone full- or part-time, but generally part-time work is 30 hours or less per week and full-time is typically 40 hours per week.
Competitive Integrated Employment (CIE)	<p>Competitive Integrated Employment is work that is performed on a full-time or part-time basis for which an individual is:</p> <ul style="list-style-type: none"> A. paid at or above minimum wage at a rate that is the same as or similar to individuals without disabilities performing similar duties and with similar training and experience, B. eligible for the same level of benefits provided to other employees, C. at a location where the employee interacts with other individuals without disabilities, and D. presented with opportunities for advancement similar to other employees without disabilities in similar positions <p>Visit the Illinois CIE webpage for more information.</p>
Supported Employment	<p>Supported employment means CIE, including customized or self-employment in which a youth or adult with a significant disability receives support from a job coach or employment specialist to gain or maintain employment in a position that is good match for their strengths, abilities, and interests. Supported employment is often recommended for people:</p> <ul style="list-style-type: none"> A. For whom competitive integrated employment has not historically occurred, or for whom competitive integrated employment has been interrupted or intermittent as a result of a significant disability; and Who, because of the nature and severity of their disabilities, need intensive supported employment services and extended services after the transition from support provided, in order to perform this work. <p>Both Illinois Vocational Rehabilitation and the Illinois Medicaid Waiver can fund supported employment. Benefit coordination and specific rules apply. For more information on how each agency funds supported employment, visit the webpage.</p>

<p>Customized Employment (CE)</p>	<p>CE is defined in WIOA as competitive integrated employment for an individual with a significant disability that is:</p> <ul style="list-style-type: none"> i. Based on an individual’s unique strengths, needs and interests; ii. Designed to meet the specific abilities of the individual and the business needs of the employer; and iii. Carried out through flexible strategies, such as: <ul style="list-style-type: none"> A. Job exploration by the individual; and B. Working with an employer to facilitate placement, including: <ol style="list-style-type: none"> 1. Customizing a job description based on employer needs or on previously unidentified and unmet employer needs; 2. Developing a set of job duties, a work schedule and job arrangement, supervision and determining a job location; 3. Using a professional representative chosen by the individual to work with an employer to facilitate placement; 4. Providing services and supports at the job location. <p>CE enables individuals with disabilities and employers the opportunity to negotiate job tasks and/or reassign basic job duties to improve overall production in the workplace. For employers, CE allows an employer to examine its workforce needs and fulfill those with a well-matched employee.</p> <p>For more information and resources, visit the DOL Customized Employment webpage.</p>
<p>Registered Apprenticeship</p>	<p>Apprenticeship is an Earn and Learn model where apprentices get paid while they are training for a career path. Apprentices get paid work experience, classroom instruction and a portable, nationally-recognized credential. For more information, and to find available apprenticeships, visit the Apprenticeship.gov website.</p>
<p>Self-Employment</p>	<p>Being self-employed means running your own business or working for yourself, rather than an employer.</p> <p>There are several business types. For a list of each type and explanation of each, visit the Small Business Administration.</p>
<p>Subsidized Employment</p>	<p>Subsidized Employment can be in private or public sector and is when an employer receives a subsidy from public funds to offset some or all of an employee’s wages. The subsidy is paid to the employer as a reimbursement for the extra costs of training or as an incentive to hire. Several public programs may offer subsidy to those who are eligible to receive their services. Possibilities include: IL VR, TANE and IL Workforce.</p>
<p>Work Study</p>	<p>Federal Work-Study provides part-time jobs for college students (undergraduate and graduate) with financial need. Students can earn money to help pay education expenses and learn work skills. For more information and to apply, visit the Federal Student Aid website.</p>

Legislation and regulatory actions dictate how services and programs are provided to individuals with disabilities. Below is more information on different legislation and rules surrounding employment of individuals with disabilities.

Employment-Related Legislation	
Workforce Innovation and Opportunity Act (WIOA)	WIOA is legislation that is designed to strengthen and improve the public workforce system and help youth and adults with significant barriers to employment to find good jobs and careers. WIOA services also help employers hire and retain skilled workers. To understand which agencies this applies to and how to connect with them, read the WIOA fact sheet from the Department of Labor.
Individuals with Disabilities Education Act (IDEA)	IDEA is the nation’s special education law. It gives rights and protections to youth/students with disabilities. It covers them from birth through high school graduation or age 22 (whichever comes first). Employment is included in transition planning under IDEA. Visit the IDEA website for more information.
IDD and Medicaid Waiver System	Individuals approved for the Adults with Developmental Disabilities Waiver in Illinois are able to access the Division of Developmental Disabilities, Supported Employment Program (DDD-SEP) with prior approval. For more information, visit the Illinois Department of Human Services Supported Employment webpage .
Employment First	Employment First is a movement to promote and support meaningful employment, fair wages and career advancement for people with disabilities. States have adopted Employment First policies through legislation, Governor Executive Orders and more. Employment First means that employment in the general workforce should be the first and preferred option for individuals with disabilities receiving assistance from publicly-funded systems. Simply put, Employment First means real jobs for real wages. Visit the Employment First Map for more information on Employment First in your state.
The Fair Labor Standards Act (FLSA)	FLSA requires that employees must receive at least the minimum wage and may not be employed for more than 40 hours in a week without receiving at least one-and-one-half times their regular rates of pay for the overtime hours. The FLSA does not define full-time employment or part-time employment. This is generally determined by the employer.

Information, Resources And Examples

Example	Tool	Resource	Agency to Support
An Introduction to Customized Employment	Information on CE	The Essential Elements of Customized Employment for Universal Application	VR or IDD Waiver Support
Real life example of CE	LEAD Center Discovery Tool	Customized Employment: Stories and Lessons from the Field	VR or IDD Waiver Support
Core Features of Quality Supported Employment	Guide to Quality Supported Employment	WINTAC: Supported Employment Quality Features	VR or IDD Waiver Support
Introduction to Supported Employment	Video	What is Supported Employment?	VR, Job Center, IDD Waiver
Real Life Examples of Apprenticeship	Apprenticeship Works Video Series	#ApprenticeshipWorks Video Series	IL Workforce/Job Center
Finding an American Job Center (AJC)	AJC Locator	American Job Center Finder CareerOneStop	IL Job Centers
Finding a Vocational Rehabilitation (VR) Office	VR Locator for Illinois	Illinois Office Locator	VR
Resources for Self-Employment and entrepreneurship	Various Resources	DOL Self-Employment & Entrepreneurship	VR, Job Center
Support for Entrepreneurs with disabilities	Business Incubator	2Gether International	
Certifying your Business if you are self-employed	Disability Owned Business Enterprise (DOBE)	Disability:IN – Get Certified	

This handout was created in partnership with the Illinois Council on Developmental Disabilities. This communication is supported in part by grant number CFDA 93.630 from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects with government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official ACL policy.