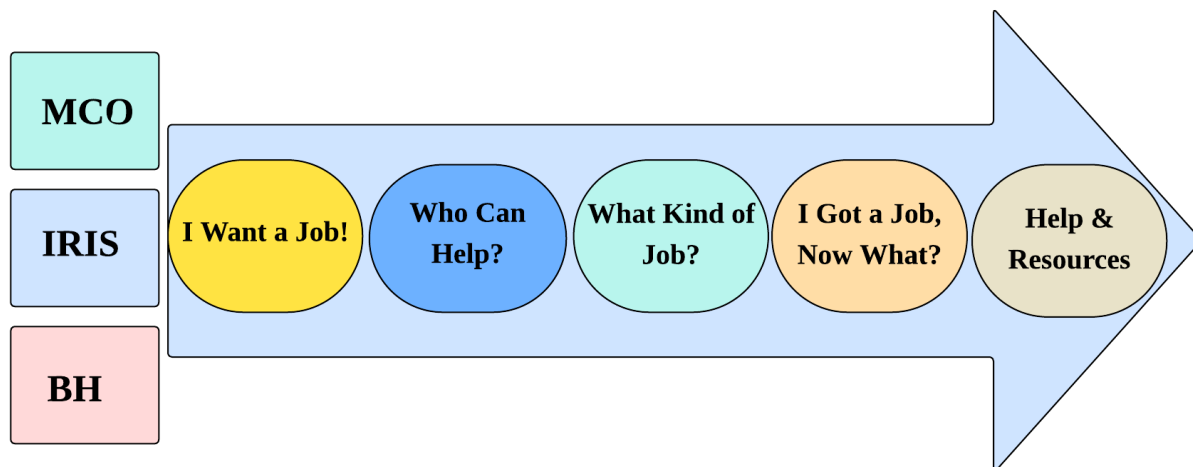


# Competitive Integrated Employment (CIE) Process Model

The Departments of Workforce Development's Division of Vocational Rehabilitation (DWD-DVR), and Health Services (DHS) Long Term Care (LTC) and Division of Care and Treatment Services (DCTS) have jointly developed the following Competitive Integrated Employment (CIE) Process Model. This process identifies the general path an individual with a disability make take when seeking CIE. A critical part of this process is collaboration between job seeker/legal supporters and outside agency representatives. The CIE process begins when a job seeker is ready to explore CIE. The CIE process identifies key points in a job seekers path to success. It is important to remember each job seeker's process is individualized to their goals, needs, and supports.

To learn more, click on each **Managed Care Organizations (MCO)**, **IRIS (Include, Respect, I Self-Direct)** and **Behavioral Health (BH) Provider** link.

- [Managed Care Organizations \(MCO\)](#)
- [IRIS \(Include, Respect, I Self-Direct\)](#)
- [Behavioral Health \(BH\) Provider](#)



## Managed Care Organizations (MCO)

**I am receiving long-term care and want to either explore employment or want a job. Who can help me?**

- Your Managed Care Organization (MCO) Interdisciplinary care team (IDT) staff can help you by:
  - Discovering your interest in working.
  - Adding your competitive integrated employment (CIE) goal to your member-centered plan (MCP).
  - Suggesting you participate in exploration and job discovery activities available from your MCO.

### **I know I want to work, what do I do next?**

#### **I can:**

- Apply to DVR [Referral/Application](#) with assistance if necessary.

#### **During this time my IDT staff:**

- Helps me apply for DVR services.
- Talks about job interests, skills, and abilities.
- Joins my DVR employment team.

### **How do I find out which job is best for me?**

#### **I can:**

- Do job seeking activities like job shadows and work experiences.
- Advocate during the development and review of my Career Profile and job development plan.
- Tell my team about issues that come up.
- Learn more about work incentive benefits.

#### **During this time my IDT staff:**

- Helps me through the DVR process.
- Participates in DVR post- career-profile meeting.

### **I got a job, now what?**

#### **I can:**

- Learn my job duties with the support I need.
- Get support I need to become as independent as possible.
- Advocate for myself during my DVR 60-day on-the-job meeting.

#### **During this time my IDT staff:**

- Participates in my DVR 60-day on-the-job meeting.
- Completes an assessment to decide which services to add to my plan.
- Reminds me to report my wages to necessary agencies.

### **If I need help what is available to me?**

#### **I can:**

- Talk about my concerns before DVR services end.

#### **During this time, your IDT staff can help by:**

- Make sure long-term support is set up before DVR closes my file.
- Problem solve work issues with you.

## **IRIS (Include, Respect, I Self-Direct)**

### **I am receiving long-term care and want to either explore employment or want a job. Who can help me?**

Your IRIS consultant can help you by:

- Discovering your interest in working.
- Adding your competitive integrated employment (CIE) goal to your member centered plan (ISSP).

- Offering CIE exploration and job discovery activities.

### **I know I want to work, what do I do next?**

#### **I can:**

- Apply to DVR [Referral/Application](#) with assistance if necessary.

#### **During this time my IC:**

- Helps me apply for DVR services.
- Talks about job interests, skills, and abilities.
- Joins my DVR employment team.

### **How do I find out which job is best for me?**

#### **I can:**

- Do job seeking activities like job shadows and work experiences.
- Advocate during the development and review of my [Career Profile](#) and job development plan.
- Tell my employment team about issues that come up.
- Learn more about work incentive benefits.

#### **During this time my IC staff:**

- Helps me through the DVR process. Participates in DVR post-career -profile meeting.

### **I got a job, now what?**

#### **I can:**

- Help identify ongoing natural and paid support I need to become as independent as possible on my job.
- Advocate for myself during my DVR 60-day on-the-job meeting

#### **During this time my IC:**

- Participates in my DVR 60-day on-the-job meeting, when invited by me.. Helps me create and update my ISSP within my budget.
- Documents my employment service support needs, including job coaching and transportation on my ISSP.
- Reminds me to report my wages to necessary agencies.

### **If I need help what is available to me?**

#### **I can:**

- Advocate for myself during my DVR before transition to long-term support meeting.
- Work with my employer directly to help me on my job.
- Talk with my service provider about work issues.
- Contact my IRIS consultant for job issues or additional support needs as soon as possible.

#### **During this time my IRIS consultant:**

- Can participate in my before transition to long-term support meeting, when invited, by me.

## **Behavioral Health (BH) Provider**

**I am receiving long-term care and want to either explore employment or want a job.  
Who can help me?**

DVR Counselor

- I can apply for DVR services and get assigned to a DVR counselor to help me in my employment journey.

**I know I want to work, what do I do next?**

**I can:**

- Help my DVR counselor create my employment team (DVR counselor, Vocational Provider, IRIS consultant or MCO care manager (IDT staff), legal decision maker, behavioral health provider, and anyone I want on my team (who knows me well).
- Explore my strengths, interests, and abilities to identify my job goal with my DVR counselor.
- Create my individualized plan for employment (IPE) and include people I know while looking for places to work so I can leverage my social capital and the social capital of people I know.
- Pick my vocational service provider with my DVR counselor.

**During this time the DVR counselor:**

- Creates my employment team with me.
- Helps me explore my work interests, skills, and abilities through job shadows, work experiences etc.
- Creates my IPE with me.
- Helps me pick my vocational provider.

**How do I figure out which job is best for me?****I can:**

- Ask my social network for ideas.
- Participate in my job- seeking activities, e.g., job shadows, work experiences, etc.
- Provide feedback to my employment team about my job search and issues that come up.
- If I am concerned about how work will affect my benefits, I can talk to my DVR counselor about receiving a Work Incentive Benefits Analysis (WIBA) to find out how work may affect my benefits and how social security work incentives may help me.

**During this time my DVR counselor:**

- Talks to me about the DVR employment process.
- Contracts with a vocational provider to do a Personal Profile assessment with me.
- Works with my vocational provider to set up a meeting with my employment team to discuss the results of my Career Profile.
- Helps me decide which jobs may be the best for me.
- Discusses with me and my employment team the need for me to have a work incentive benefits analysis.
- Contracts with a vocational provider to do a job development plan and then job development with me.

**I got a job now what?****I can:**

- Receive DVR support until I am stabilized on my job.
- Discuss what natural and paid support needs to be in place before my DVR case file is closed once I am stabilized on my job.

**During this time my DVR Counselor:**

- Contracts with a vocational provider to provide job coaching support for me on-the-job.
- Monitors my progress on-the-job to determine when I am stabilized in my job.

**If I need help what is available to me?**

**I can:**

- Reapply for DVR services at any time.

**During this time my DVR Counselor:**

- Has closed my DVR file and is not involved unless I reapply for DVR services.