

What is Competitive Integrated Employment?

The term 'competitive integrated employment' means work that is performed on a **full-time or part-time basis (including self-employment)** -

(A) for which an individual -

(i) is compensated at a rate that -

(I)(aa) shall be not less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) or the rate specified in the applicable **State or local minimum wage** law; and

(bb) is not less than the customary rate paid by the *employer* for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same *employer* and who have similar training, experience, and skills; or

(II) in the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and

(ii) is **eligible for the level of benefits provided to other employees**;

(B) that is at a **location where the employee interacts with other persons who are not individuals with disabilities** (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons; and

(C) that, as appropriate, presents **opportunities for advancement** that are similar to those for other employees who are not individuals with disabilities and who have similar positions.