

# COMPETITIVE INTEGRATED EMPLOYMENT

## A Real Job for Real Pay

What you do after high school is up to you. One of the things that you can do is get a job working in the community. As you think about work and what you may want to do, you can get help from your parents, your Department for Aging and Rehabilitative Services (DARS) counselor, and your school team.

Many good things can happen when you work in something called **competitive integrated employment (CIE)**.

What does **COMPETITIVE INTEGRATED EMPLOYMENT** mean?

### COMPETITIVE =

You will receive the same pay as someone who doesn't have a disability for the same type of job. So, if you work in an office as a clerk and the pay for other clerks is \$12-\$15 per hour, that is what you will earn. You will make minimum wage or higher. In Virginia, minimum wage is \$12/hour. It will go up in 2025. Also, you have the chance to be promoted just like your coworkers.

### INTEGRATED =

You will work alongside people without disabilities. You won't be working just with people who have disabilities. You are hired for who you are and your skills. You are not employed as part of a group (like a cleaning crew of people with disabilities).

### EMPLOYMENT =

You have a paid job. You are hired by someone or a company to do certain tasks for pay.

## What are Some Good Things About Being Employed?

- You will earn a paycheck so that you can buy the things you need and want.
- You can achieve your hopes and dreams of what you want to do as an adult.
- You will have all kinds of new experiences.
- You will feel helpful and useful.
- You'll meet new people and make new friends.
- You'll gain more self-confidence and become more independent.
- You will be able to practice your self-advocacy and leadership skills.
- You will learn new things and develop new skills that you can use to advance in your work or get an even better job someday.

## Who Can Help You Get Employed?

- You
- Your Family
- Your DARS Counselor
- Your Teacher or Case Manager at School
- Your Community Support People

# TRY WORK! YOU CAN DO IT!



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