

COMPETITIVE INTEGRATED EMPLOYMENT VS. SHELTERED WORK:

What is the Difference?

COMPETITIVE

SHELTERED

PAY

Wages are at least the federal minimum (or state minimum if higher) and are comparable to other employees doing similar work.

Wages are typically low, usually well below the federal minimum wage rate.

INCLUSION

People with disabilities work in the community alongside other employees with and without disabilities.

People with disabilities work at a segregated facility with only other people who have disabilities.

BENEFITS

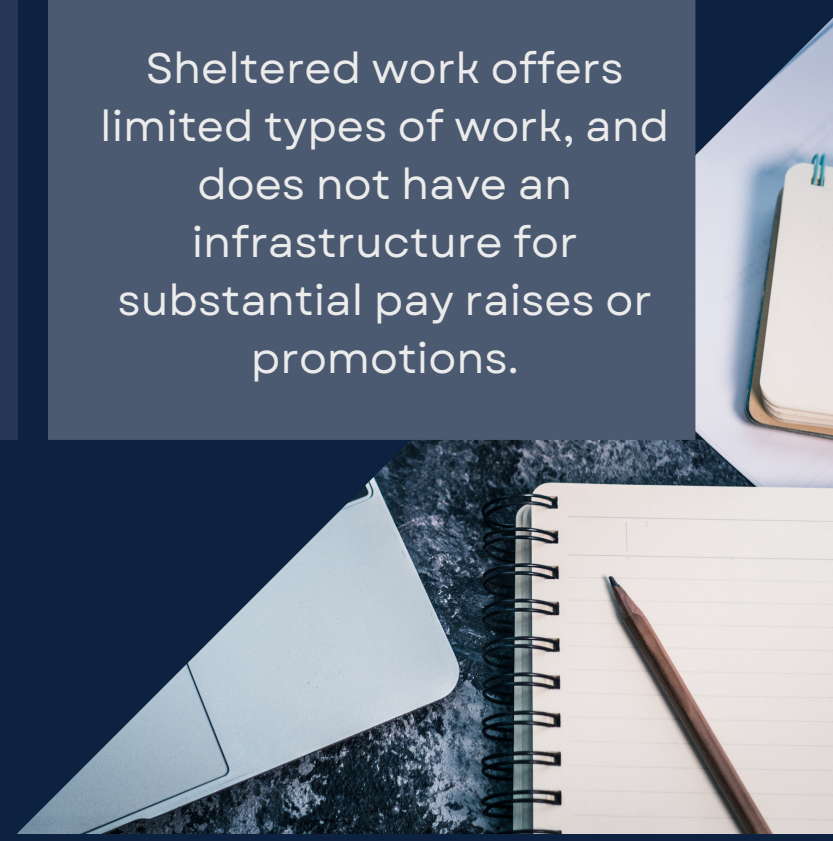
Employees with disabilities can earn fringe benefits such as paid time off, medical insurance, or retirement through their employer.

There is not an opportunity to earn benefits through this employer.

ADVANCEMENT

Employees with disabilities have opportunities to earn raises, get promotions, and pursue new interests as they learn new skills and perform well over time.

Sheltered work offers limited types of work, and does not have an infrastructure for substantial pay raises or promotions.





SOME COMMON MISCONCEPTIONS

MYTH

TRUTH

Segregated work is a good way to prepare a person for getting competitively employed.

Research shows that the longer a person is in a sheltered workshop the more likely they are to stay in that setting.

(Christensen & Richardson, 2017)

It is too costly to support a person with a disability in competitive integrated employment.

Research shows that competitive integrated employment is cost-efficient.

(Taylor et al., 2021)

A person with a disability who has behavior challenges can't be successful in a paid community job.

There are a number of supports that can be individualized for a person with behavioral challenges to help them be successful at work.

(Ham et al., 2014)

A person with a disability will lose their disability benefits if they get a competitive job and earn a paycheck.

Benefits Counseling helps people with disabilities plan how to work and still keep their disability benefits.

(Iwanaga et al., 2021)

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