

HCBS Settings Rule: Opportunity for Employment

Every individual, regardless of disability, has the right to competitive integrated employment.

Competitive Integrated Employment (CIE) means:

Individuals with disabilities are able to work in the community alongside people of all abilities; are employed by a non-service provider setting or business; are compensated at or above minimum wage or comparable to people without disabilities who work in the same place and perform the same or similar work; and have access to opportunities for advancement and benefits. CIE is the first and preferred employment outcome for individuals with disabilities in Utah. When we refer to “work” or “employment”, we are referring to CIE unless identified otherwise.

Options: people must have more than one option to choose from.

Information: people must have information on each of the options.

Experience: people must have experience of each of the options.



Informed Choice

Individuals who receive home and community based services, must have opportunities to seek employment and work in competitive integrated settings.

Providing an opportunity for employment is all about offering informed choice. Informed choice then, related to employment, involves having discussions about what possibilities and support options exist when it comes to employment for that person. This is completely person-centered and should include some hands-on experiences, connected to the person's interests, to fully investigate possible work options.

An individual does not need to be actively pursuing a job in the community if they aren't interested, they do need to continue to be given opportunities, information and experience to make an informed decision.

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Each setting should document their process to demonstrate that they provide opportunities for competitive integrated employment through informed choice.

This is an opportunity to be creative. Here are some examples of how this could be demonstrated:

- **Facilitate employment specific activities which could include:**
 - Search for jobs or career options online or by watching videos
 - Visit with businesses, either in-person or through a video chat platform, to conduct an informational interview or worksite tour
 - Talk to different community members about their jobs
 - Connect with family members and friends who have jobs
 - Schedule a meeting with local Vocational Rehabilitation (VR) offices to learn more about how VR can help support a job or job search
- **Facilitate interest-driven volunteer opportunities**
- **Work on gaining meaningful skills which could include:**
 - Social skills
 - Appropriate dress and hygiene
 - Completing tasks
- **Discuss employment topics with individuals while participating in community activities, questions could include:**
 - What jobs do they see people doing?
 - What types of tasks do they see or hear about others performing that they do well or enjoy?
 - How would an individual spend money they could earn at a job?

It is important to document the individual interests, skills, and activities and connect them with the right resources, such as Vocational Rehabilitation. The person-centered support team should be kept informed and can also help connect individuals to the right resources when needed.

Residential and Day Supports: Residential and Day supports are geared toward socialization, community access, and daily living skills. The priority of these types of supports is to make sure that everyone they serve knows they have the option to work and to connect them to the resources they need to find and maintain employment when they express an interest in doing so.

Employment Supports: Employment supports are intended to support an individual to obtain and maintain a job. Providers that offer non-CIE work opportunities need to ensure their practices demonstrate a clear pathway for an individual to gain skills and then pursue CIE.

Submit any questions to HCBSSettings@utah.gov