

## **Competitive Integrated Employment (CIE) is employment that:**

- ▶ Pays individuals with disabilities wages at or above minimum wage and comparable to those without disabilities completing the same tasks.
- ▶ Provides interaction with non-disabled people to the same degree as non-disabled peers.
- ▶ Provides opportunities for advancement.

## **EPIC Supports Strong Post-secondary Outcomes for Students:**

- ▶ IDEA requires that state and school divisions meet special education State Performance Plan targets including outcomes for involvement in postsecondary employment, education and training.

## **EPIC will make Competitive Integrated Employment a reality for individuals with the most significant disabilities:**

**Education and Outreach:** Connecting participants and families with people with lived experience to increase knowledge of navigating the process and resources for CIE.

**Partnership Development:** Drawing together community agencies to eliminate silos and increase access to resources.

**Individualized Services:** Bringing partners together to braid resources and eliminate barriers to employment.

**Capacity Building:** Expanding capacity of agencies to support individuals with greater needs.







## Everyone Can Work for Real Pay in Real Jobs

Real Pay for Real Jobs EPIC aims to make Competitive Integrated Employment accessible to all.

### EPIC Supports Virginia's Employment First Policy:

- ▶ A policy that commits to pursue Competitive Integrated Employment as the priority option for individuals with disabilities, including those with the most significant disabilities.

### Who Are the Students We Want to Reach?

- ▶ Youth ages 14-24 who are enrolled in or recently exited from secondary education; have (or had) an Individualized Education Plan (IEP); and are (or were) in a self-contained classroom while in secondary school.

### Great Employment Outcomes Begin in the Schools:

- ▶ RPRJ EPIC Coordinators will be working with OARS Student and Youth Vocational Rehabilitation Counselors to introduce the model to self-contained teachers, Transition staff, students and parents in the 2024-2025 school year.
- ▶ RPRJ EPIC Coordinators will work with OARS (open-ended questions, affirmations, reflective listening, summaries) Student and Youth Vocational Rehabilitation Counselors, school staff and families to enroll interested students.

### DARS Capital District

Chesterfield County	Stafford County	Richmond City	King & Queen County
Powhatan County	Spotsylvania County	Henrico County	Petersburg
Cumberland County	King George County	Hanover County	Colonial Heights
Nottoway County	Caroline County	Goochland County	Hopewell
Prince Edward County	Westmoreland County	New Kent County	Dinwiddie County
Amelia County	Richmond County	Charles City County	Surry County
Fredericksburg	Lancaster County	King William County	Sussex County
Warsaw	Northumberland County	Essex County	Brunswick County

### DARS Southwest District

Bristol	Giles County	Bland County	Norton
Washington County	Floyd County	Russell County	Dickenson County
Smyth County	Pulaski County	Galax	Lee County
Radford	Montgomery County	Wythe County	Scott County
Narrows	Buchanan County	Grayson County	Wise County
Pearisburg	Tazewell County	Carroll County	



### For more information, contact:

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