

Competitive Integrated Employment

Summary of Competitive Integrated Employment (CIE) Data

State Fiscal Year (SFY) 2025 (July 1, 2024–June 30, 2025)

People of Working Age 18–64

Enrolled in Family Care, Family Care Partnership, and IRIS

Introduction

The Wisconsin Department of Workforce Development–Division of Vocational Rehabilitation (DWD–DVR), Wisconsin Department of Health Services (DHS), and Wisconsin Department of Public Instruction (DPI) CIE Joint Guiding Principles, June 2025¹ states, “CIE is the first and preferred employment outcome for all youth and adults.” Work benefits people with disabilities by increasing quality of life, improving health and self-confidence, bettering social life, and increasing sense of community.^{2,3,4,5} By encouraging and supporting more long-term care members and participants to work in CIE, these benefits are realized by more people and more communities. For people with disabilities, employment means greater economic self-sufficiency, better physical and mental health, an opportunity to use their skills, and more active participation in community life. There are also multiple benefits to employers who hire people with disabilities like an expanded hiring pool, enhanced profit margins, and improved retention rates⁶.

¹ [DWD–DVR, DHS, and DPI CIE Joint Guiding Principles, June 2025 \(PDF\)](https://dwd.wisconsin.gov/dvr/partners/cie/pdf/cie-guiding-principles.pdf)

(<https://dwd.wisconsin.gov/dvr/partners/cie/pdf/cie-guiding-principles.pdf>)

² Healthy People 2030, U.S. Department of Health and Human Services, Office of Disease Prevention and Health Promotion. Retrieved 9/7/2023 health.gov/healthypeople/objectives-and-data/social-determinants-health

³ Kuiper, L., Bakker, M., & Van der Klink, J. (2016). The role of human values and relations in the employment of people with work-relevant disabilities. *Social Inclusion*, 4(4), 176. [dx.doi.org/10.17645/si.v4i4.696](https://doi.org/10.17645/si.v4i4.696)

⁴ Owen, F., Li, J., Whittingham, L., Hope, J., Bishop, C., & Readhead, A., et al. (2015). Social return on investment of an innovative employment option for persons with developmental disabilities. *Nonprofit Management and Leadership*, 26(2), 209–228. doi.org/10.1002/nml.21187

⁵ Dutta, A., Gervery, R., Chan, F., Chou, C. C., & Ditchman, N. (2008). Vocational rehabilitation services and employment outcomes for people with disabilities: A United States study. *Journal of Occupational Rehabilitation*, 18, 326–334. doi.org/10.1007/s10926-008-9154-z

⁶ employersupport.com/2019/11/12/hiring-people-with-disabilities/#:~:text=Diversify%20the%20Workplace%20to%20Reduce%20Legal%20Issues,doing%20so%20can%20end%20with%20a%20lawsuit.

This report summarizes DHS Division of Medicaid Services (DMS) CIE data collected for SFY 2024 along with DHS Encounter data. CIE data is obtained quarterly from managed care organizations (MCOs) and IRIS (Include, Respect, I Self-Direct) consultant agencies (ICAs) through the DHS information exchange system (IES).

CIE Definition

The [CIE jointly approved definition for DHS-DMS and DWD-DVR \(June 2024\)](https://dwd.wisconsin.gov/dvr/partners/cie/definition.htm) is used for the purposes of this report (dwd.wisconsin.gov/dvr/partners/cie/definition.htm).

SFY 2025 Data Details

- Five MCOs and six ICAs participated in the DHS CIE data collection.
 - The MCOs include Community Care, Inc. (CCI), iCare/Inclusa (represented separately), Lakeland Care, and Molina/My Choice Wisconsin (My Choice WI).
 - The ICAs include Advocates 4U, Connections, First Person Care Consultants (1st Person), Midstate Independent Living Choices (MILC), Progressive Community Services (PCS) and The Management Group (TMG). Consumer Direct was not an ICA in 2025.
- DHS collects CIE data from MCOs and ICAs who gather CIE information from both vocational supported employment providers and from the individuals working in CIE who do not receive supported employment services to support them with their job.
- DHS CIE wage data includes individuals from the age of 18 until they no longer receive services in the Medicaid waivers. Unlike previous years, most of the SFY 2025 data represents CIE wage data from individuals 18 to 64 years of age, which is considered working age for this report.
- There are 276 people over the age of 65 working in CIE, when these individuals are included in the data the infographic is distinguished by categorizing it as 18+.

SFY 2025 Data Results

- There are 59,234 people of working age enrolled in the adult Medicaid waivers.
 - Family Care—34,099 working age members
 - Family Care Partnership—2,190 working age members
 - IRIS—22,315 working age participants
- There are 8,046 unique people working in CIE in Family Care, Family Care Partnership, and IRIS. These people earned approximately \$70.8 million and paid taxes on their earnings.
- In these Medicaid waivers, **13.6%** of the total working age population are working in CIE.
- Of the people 18 years and older working in CIE in the Medicaid waivers, 67% do not receive supported employment services from long-term care to help them with their job. In other words, 67% of the people working in CIE are working independently without paid job support.

- There are 4,900 Family Care and 151 Family Care Partnership working age members in CIE.
- There are 2,995 IRIS working age participants in CIE.
- The median wages earned by members and participants combined is \$12.37 per hour.
- The median hours worked per week by Family Care, Family Care Partnership, and IRIS individuals are 13.7 hours per week, up from 12 hours per week in SFY 2024.
- The median wages earned by IRIS participants are \$12.33 per hour.
- The median wages earned by Family Care members are \$12.37 per hour.
- The median wages earned by Family Care Partnership members are \$13.18 per hour.
- The median hours worked per week by IRIS participants are 12.3 hours.
- The median hours worked per week by Family Care members are 14.5 hours.
- The median hours worked per week by Family Care Partnership members are 15.4 hours.

Charts

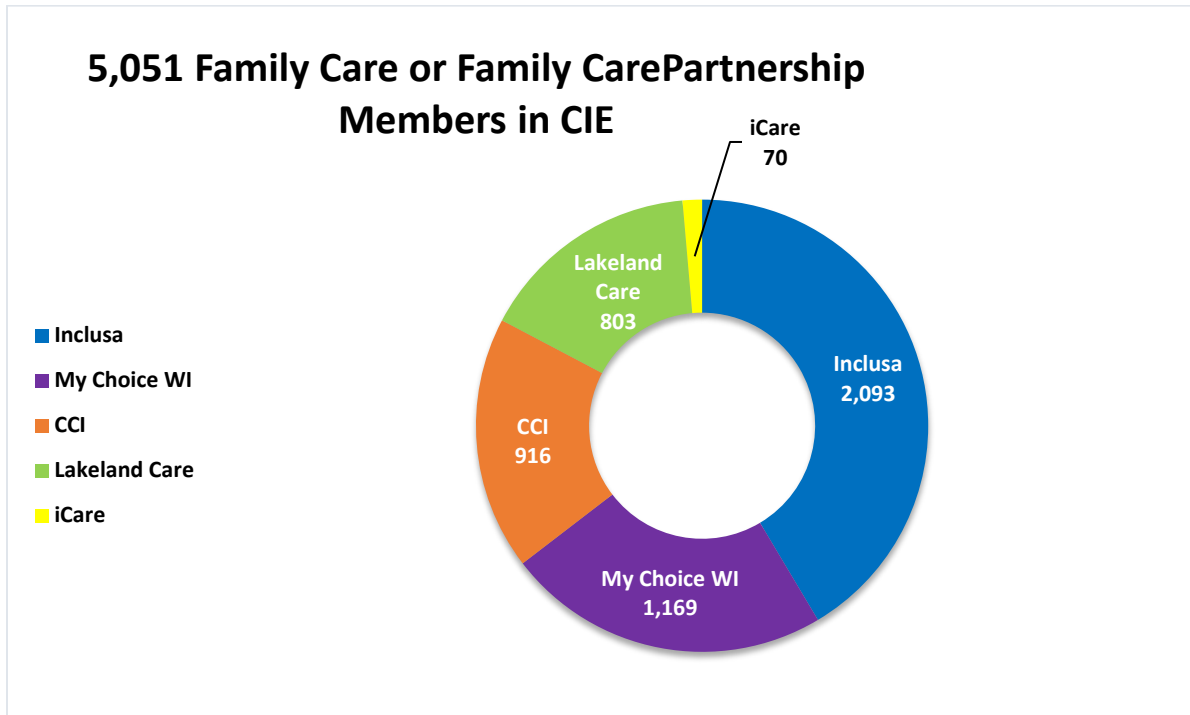
SFY 2025 Charts

The first twelve (12) charts include data for SFY 2025. The charts below indicate the number of working age people (ages 18–64) working in CIE by MCO and ICA along with the median wages and hours worked by individuals per MCO and ICA. Charts also include the percentage of the working age population in each MCO and ICA working in CIE and the percentage of the working age population in CIE who are in Family Care, Family Care Partnership, and IRIS. Final charts include the number of individuals in CIE who are also participating in daytime services, which include day habilitation services and facility and community-based prevocational services, and CIE enrollment by Geographic Service Region.

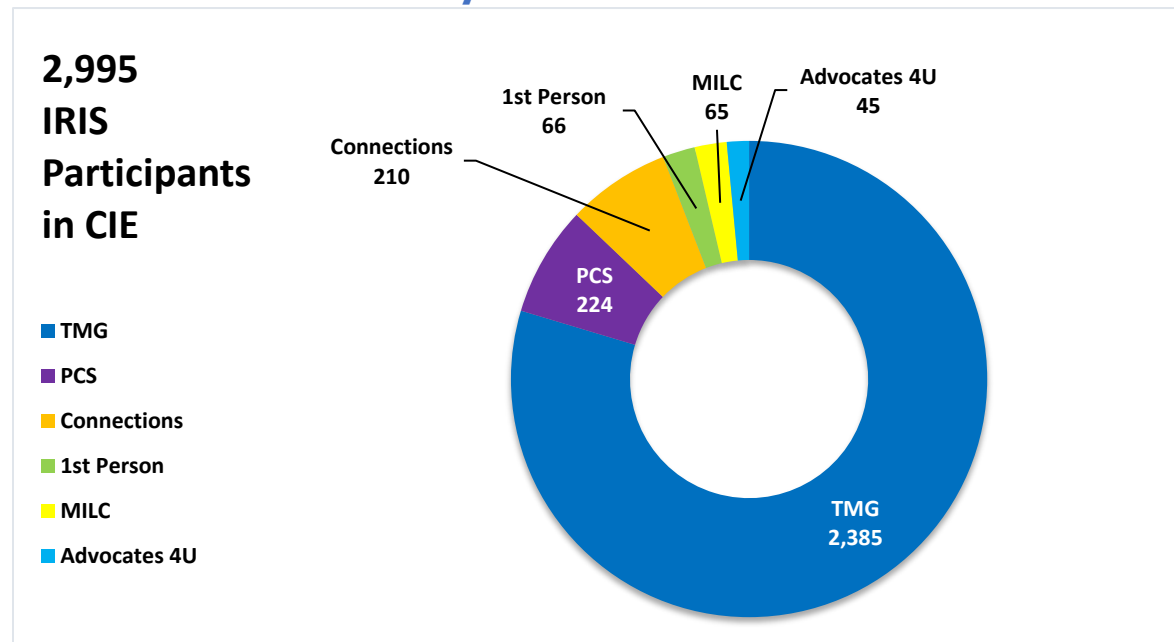
CIE Trends for SFY 2020–2025

There are eight (8) charts that indicate CIE Trends for SFY 2020–2025 at the end of this report. The trend charts compare the total number of working age people in CIE in Family Care, Family Care Partnership, and IRIS along with a breakdown of data for only IRIS, Family Care and Family Care Partnership. Trend data also includes median wages earned and hours worked per SFY along with the percentage of members receiving and not receiving supported employment services while in CIE. Target group Intellectual and Developmental Disability (IDD) is consistently the highest group of people participating in CIE.

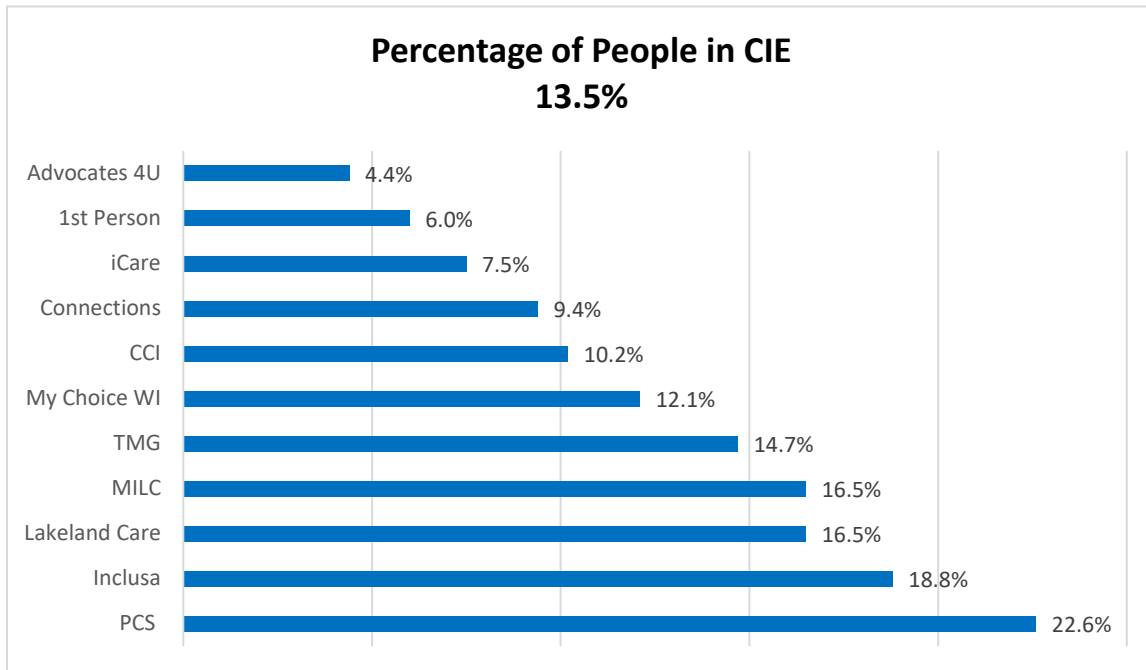
Number of Unique Working Age Members Working in CIE by MCO—SFY 2025



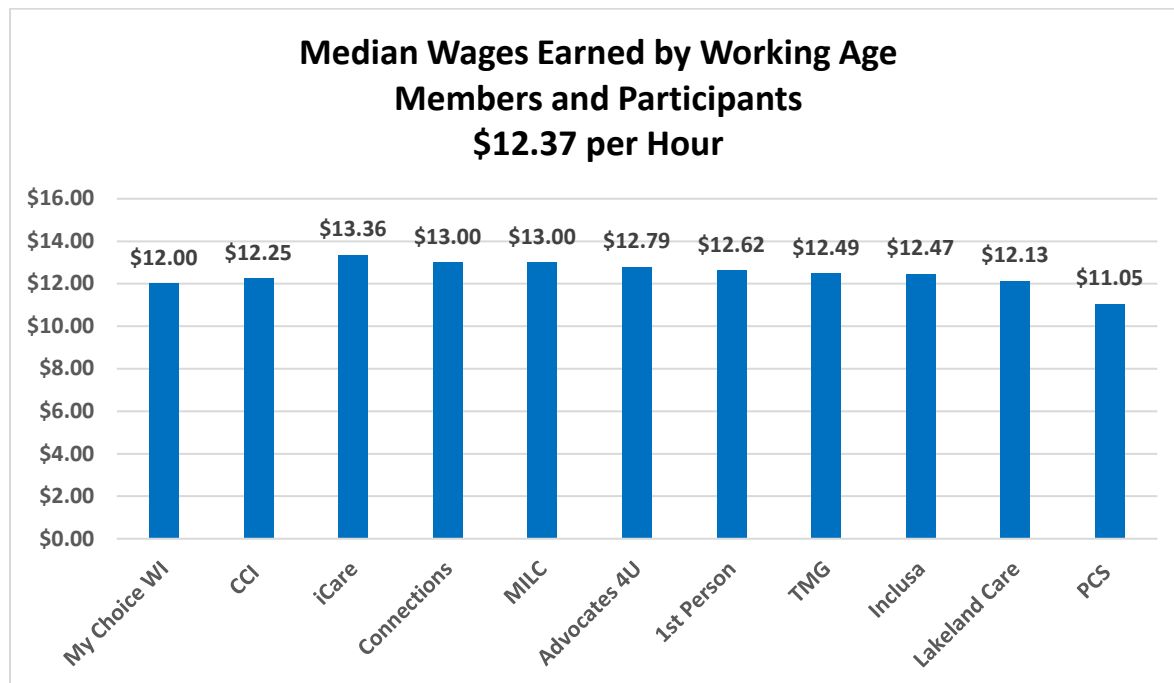
Number of Unique Working Age Participants Working in CIE by ICA—SFY 2025



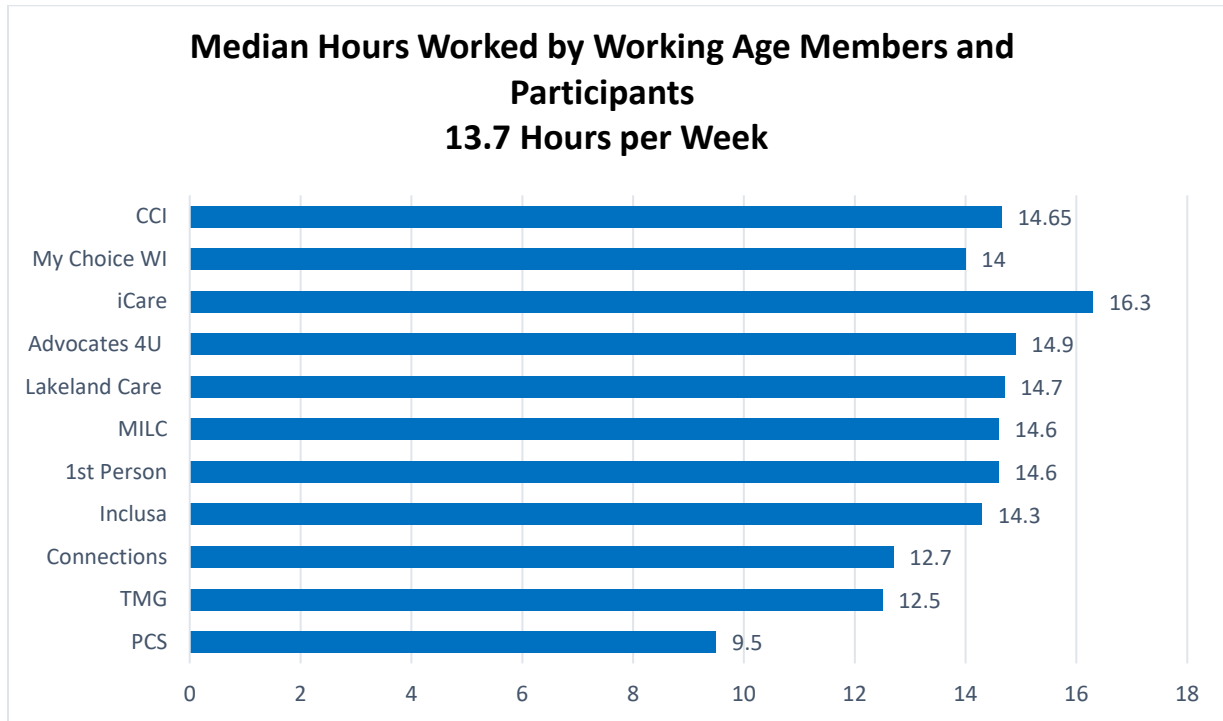
Percentage of Total Working Age Population (18–64) Members and Participants in CIE by MCO and ICA–SFY 2025



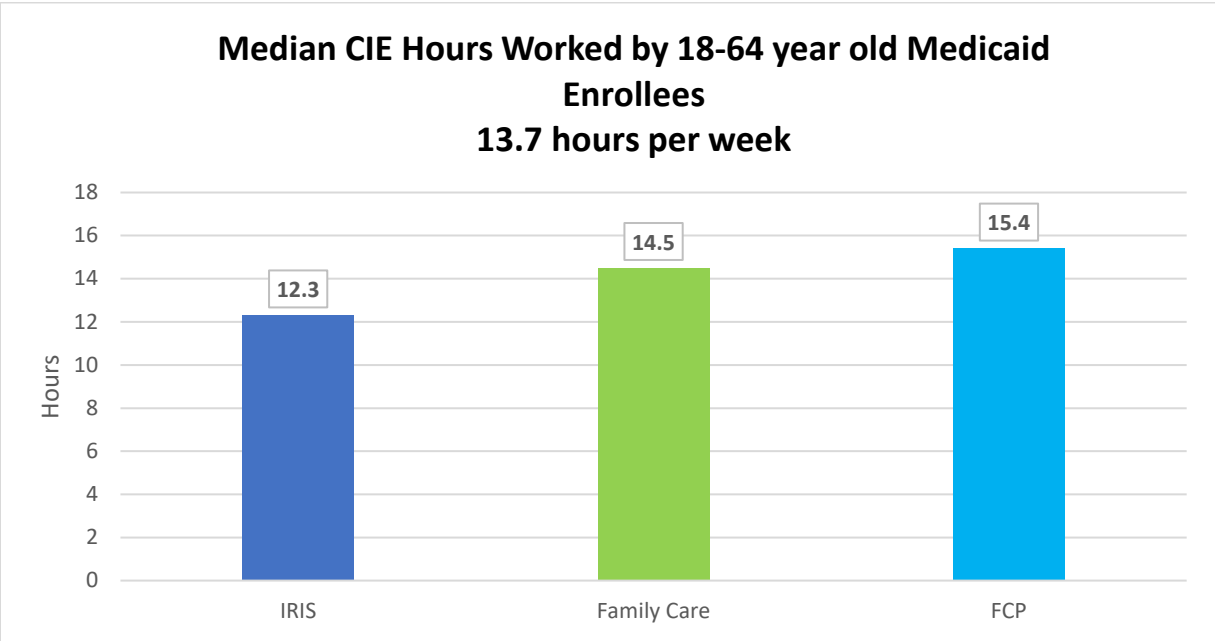
Median Wages Earned per Week by Individuals Working in CIE by MCO and ICA–SFY 2025



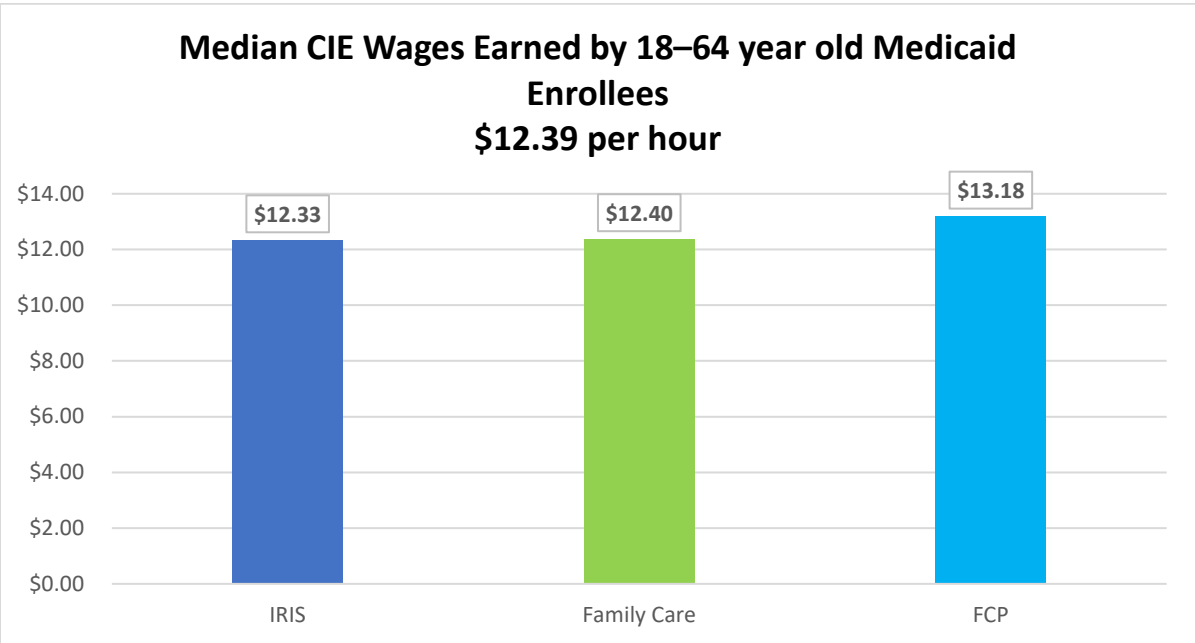
Median Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE by MCO and ICA–SFY 2025



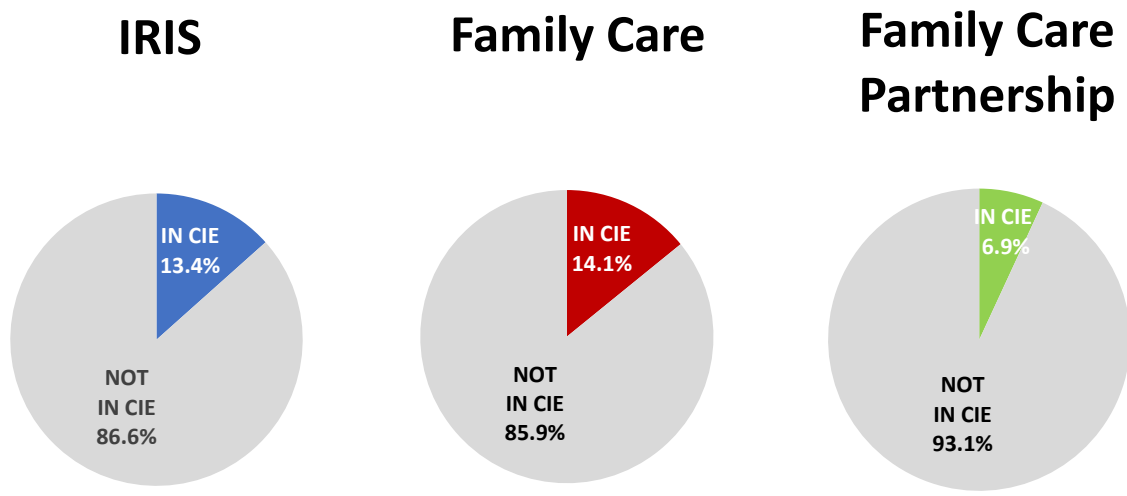
Median CIE Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE–SFY 2025



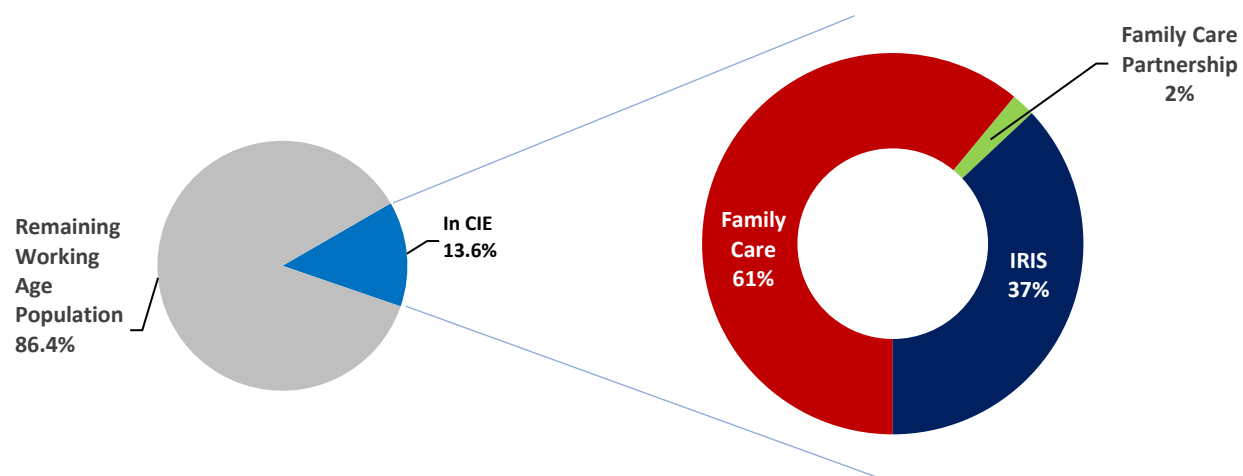
Median CIE Wages Earned by IRIS Participants and Family Care and Family Care Partnership Members in CIE–SFY 2025



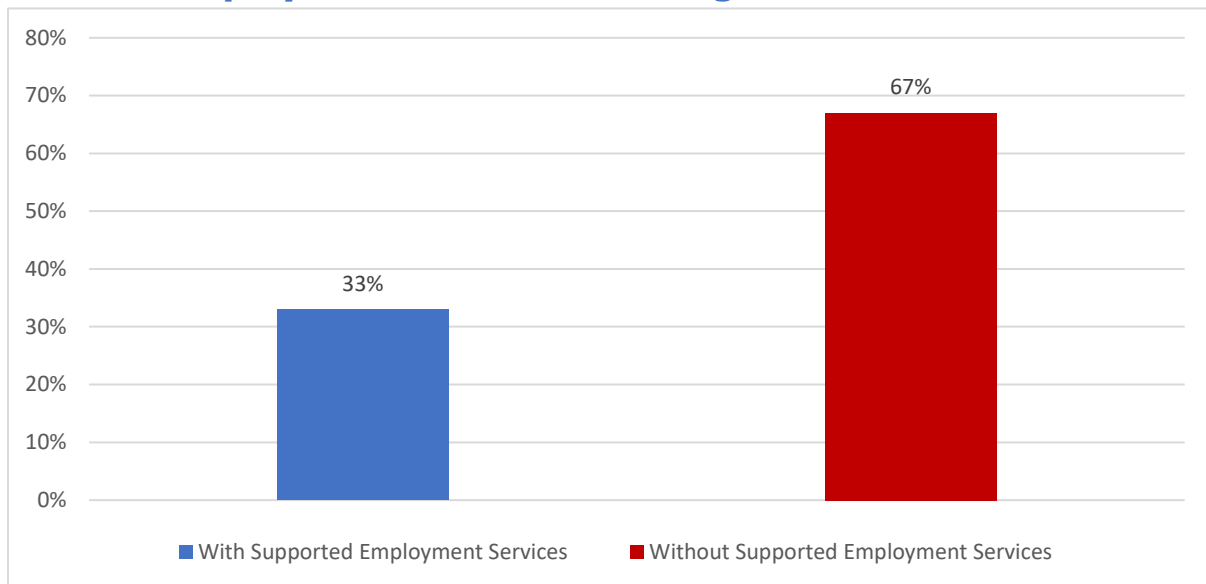
Percentage of Total Working Age Population (18-64) in CIE by Program IRIS, Family Care, and Family Care Partnership–SFY 2025



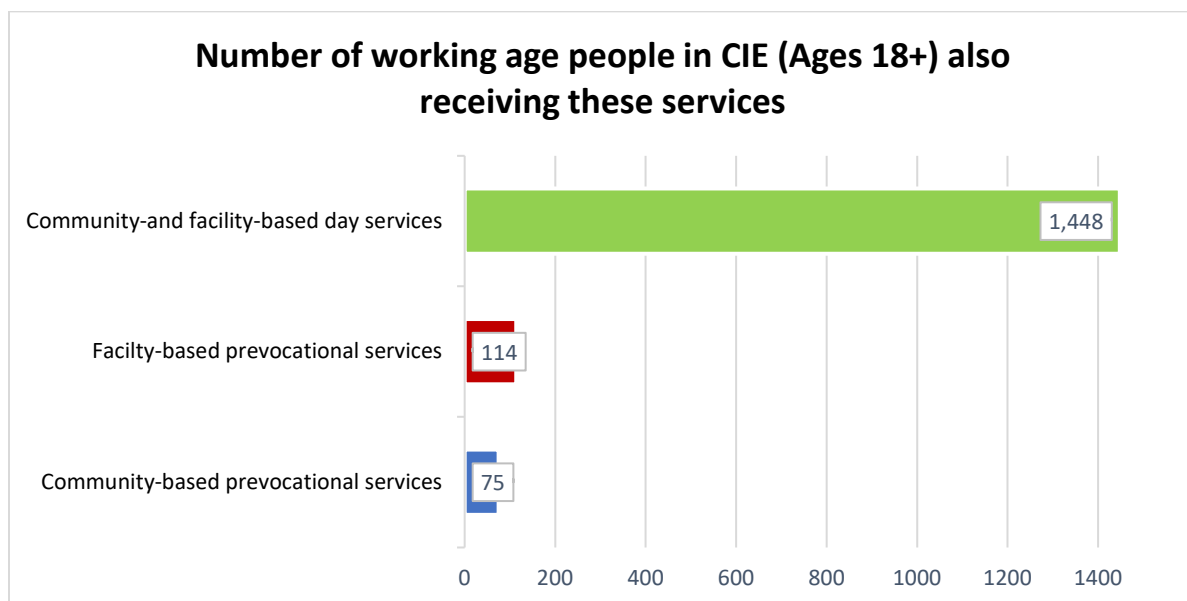
Percentage of Total Working Age Population (18–64) in CIE enrolled in Family Care, Family Care Partnership, and IRIS–SFY 2025



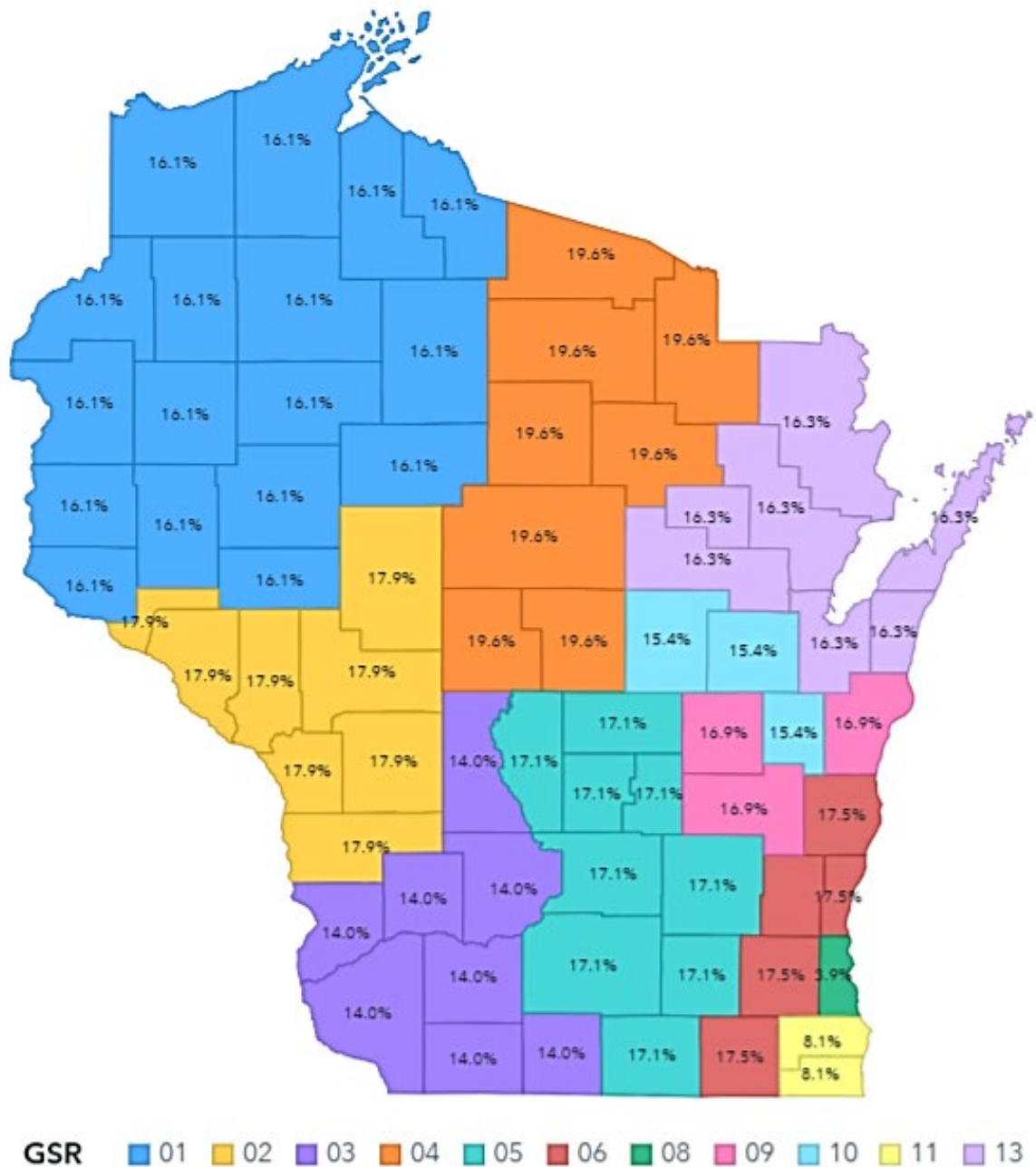
Percentage of IRIS Participants and Family Care and Family Care Partnership Members 18+ With and Without Supported Employment Services Working in CIE—SFY 2025



Number of IRIS Participants and Family Care and Family Care Partnership Members 18+ in CIE Receiving Community and/or Facility-based Prevocational and/or Day Services Duplicated Count—SFY 2025



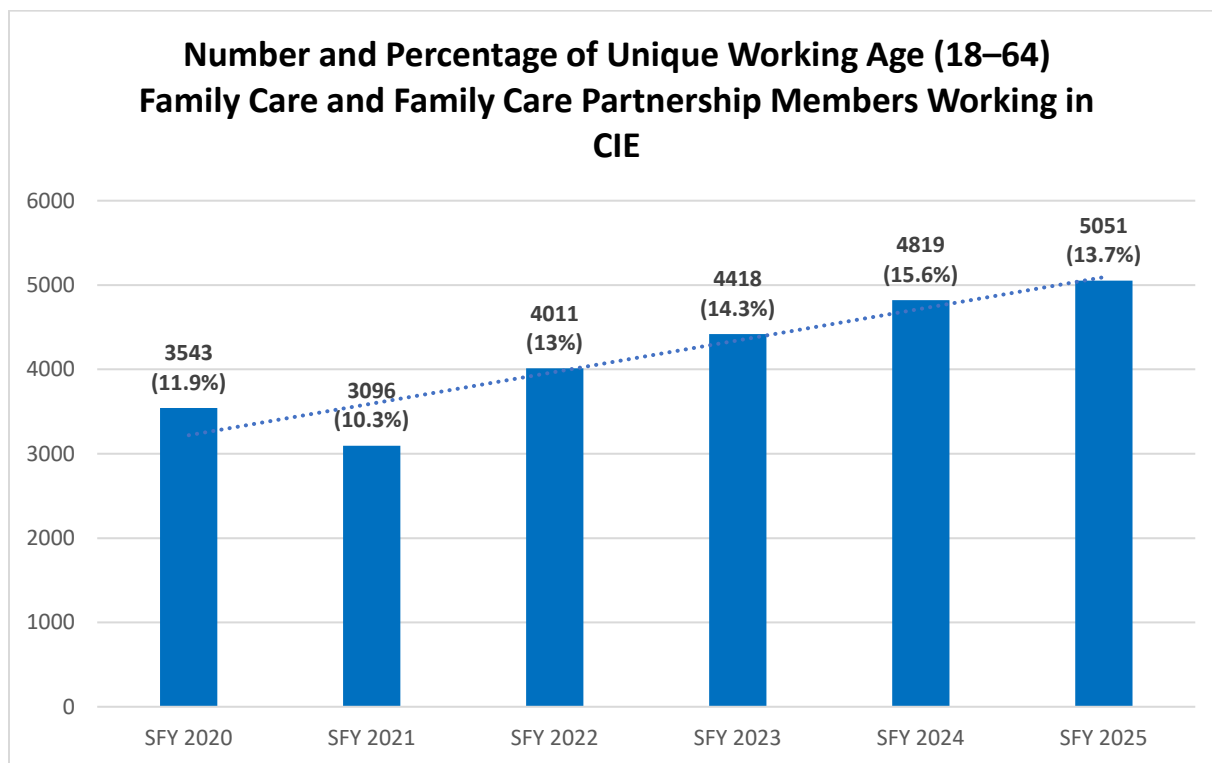
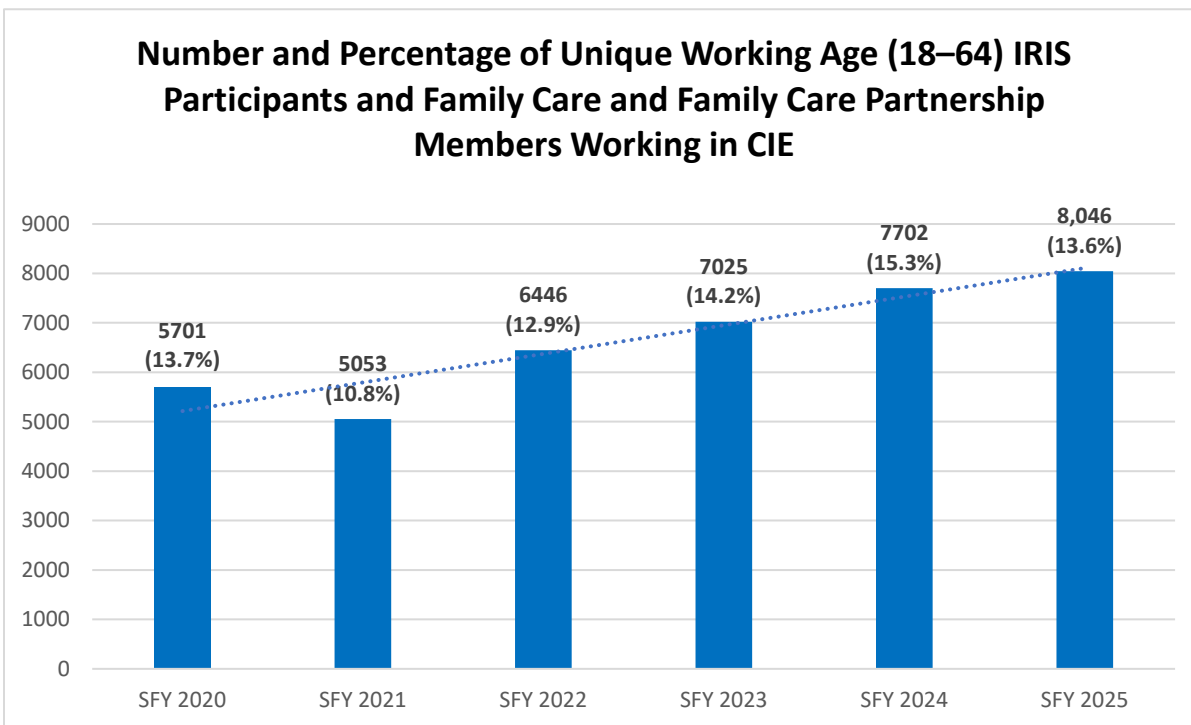
CIE Enrollment by Geographic Service Region (GSR)–SFY 2025

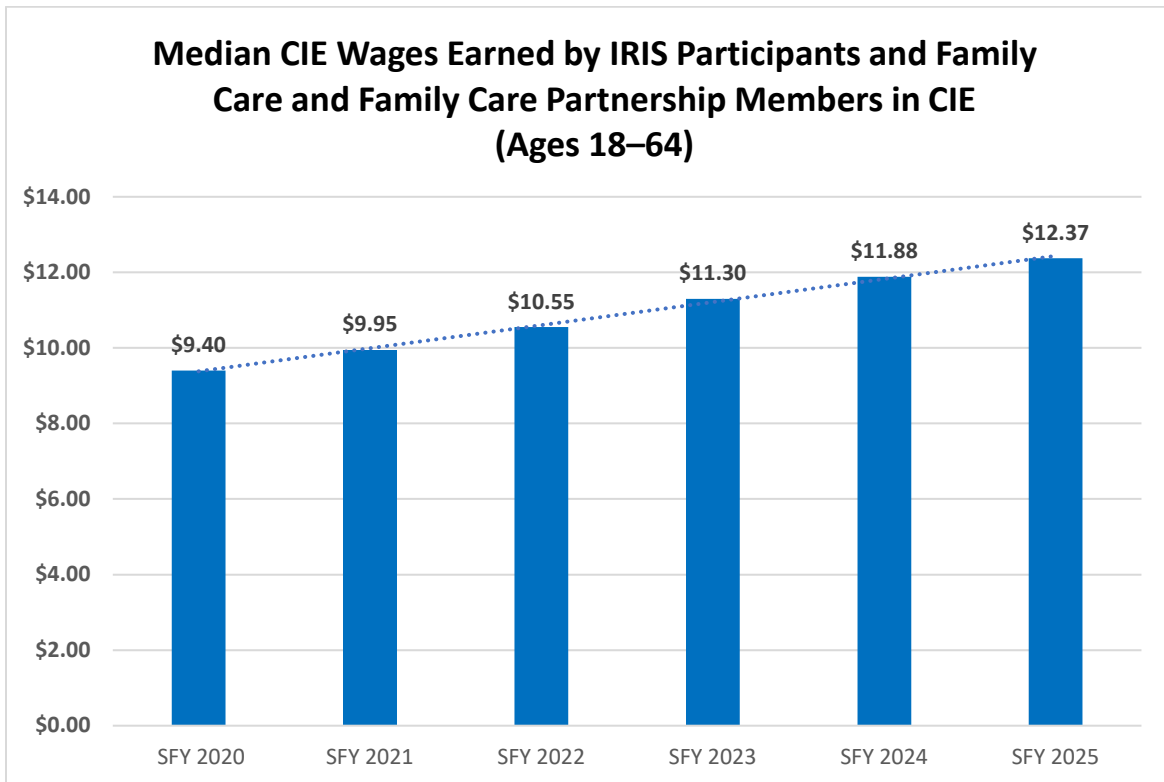
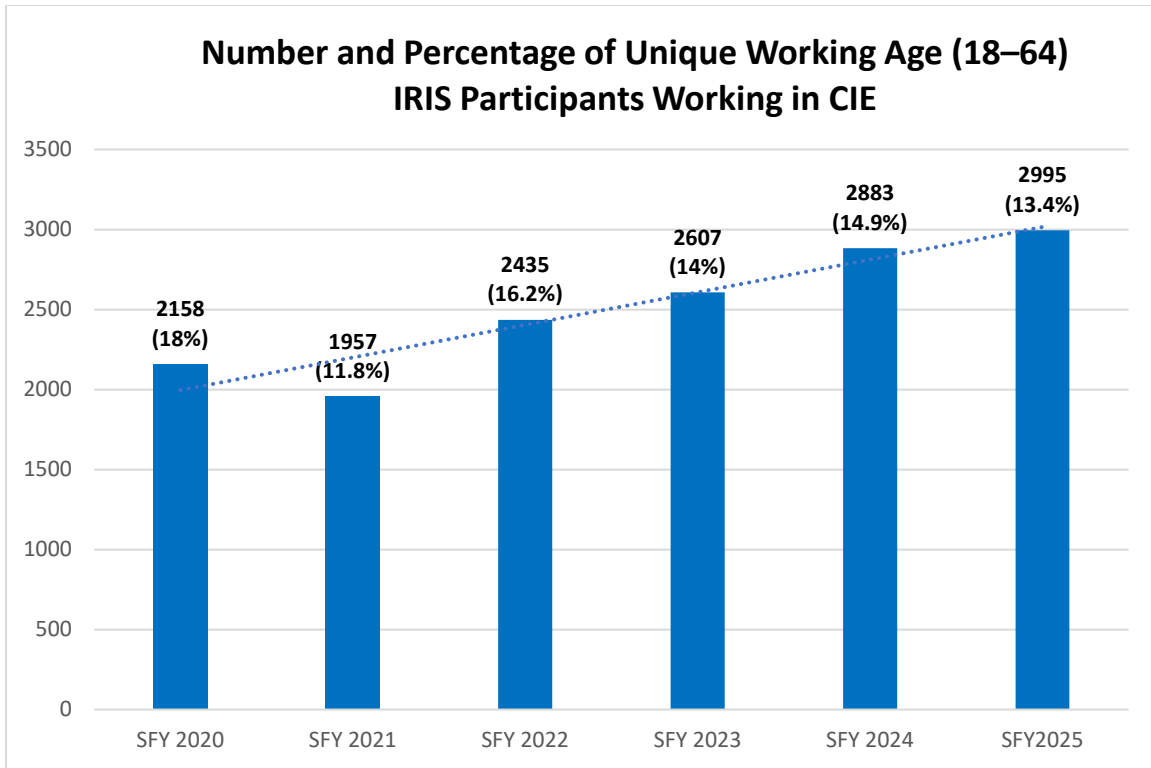


Note: GSR boundaries as of 2025

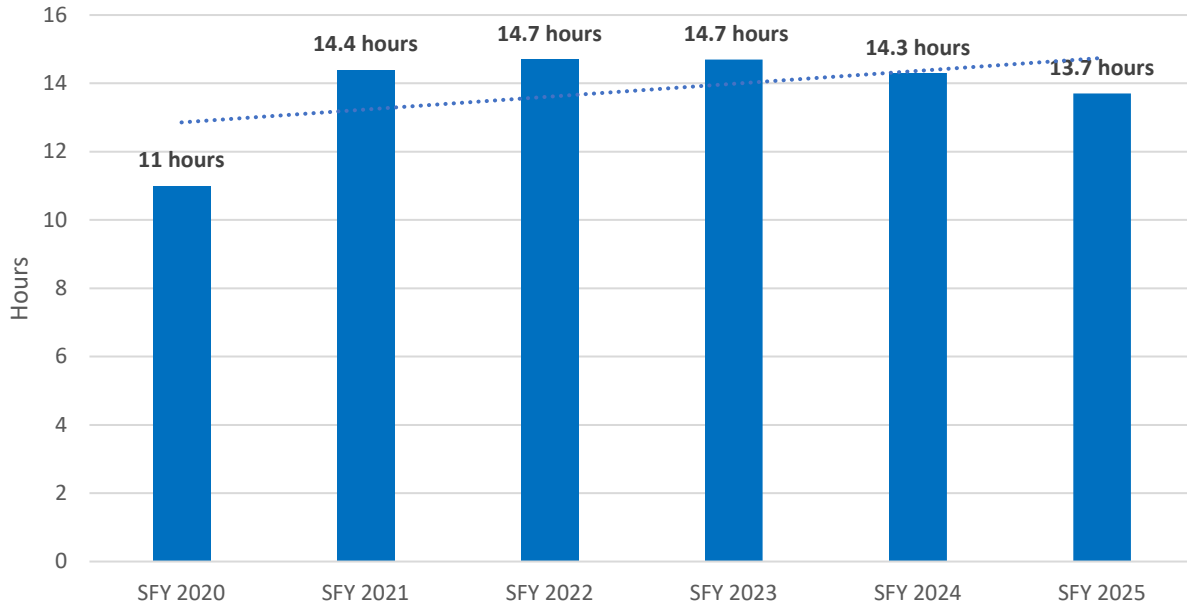
CIE Trends Over Time

State Fiscal Years 2020–2025

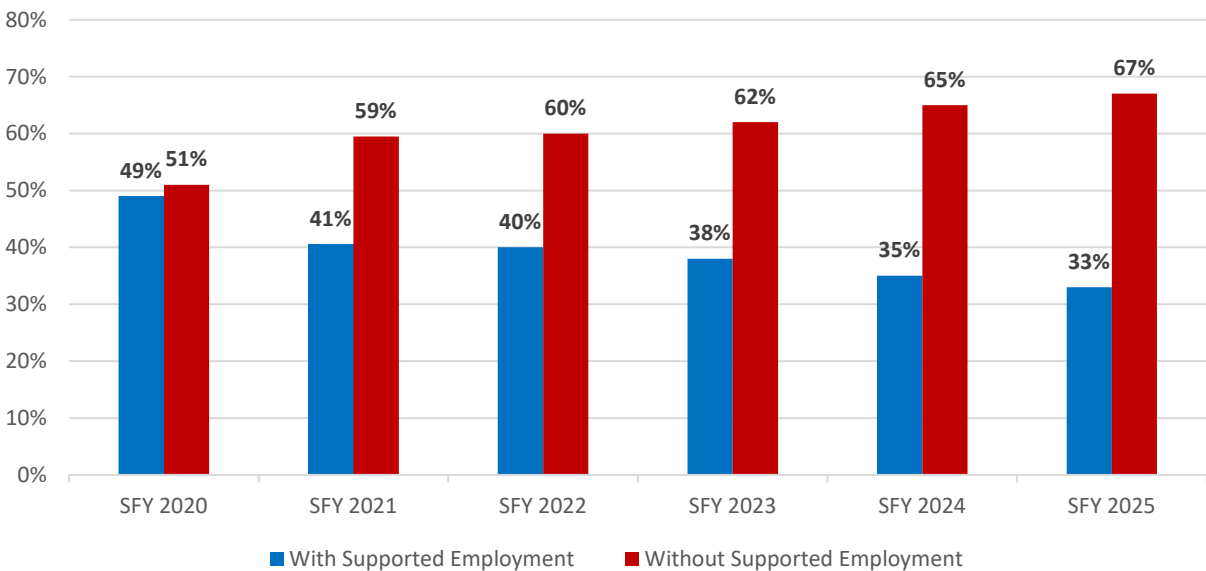




Median CIE Hours Worked per Week by IRIS Participants and Family Care and Family Care Partnership Members in CIE (Ages 18–64)

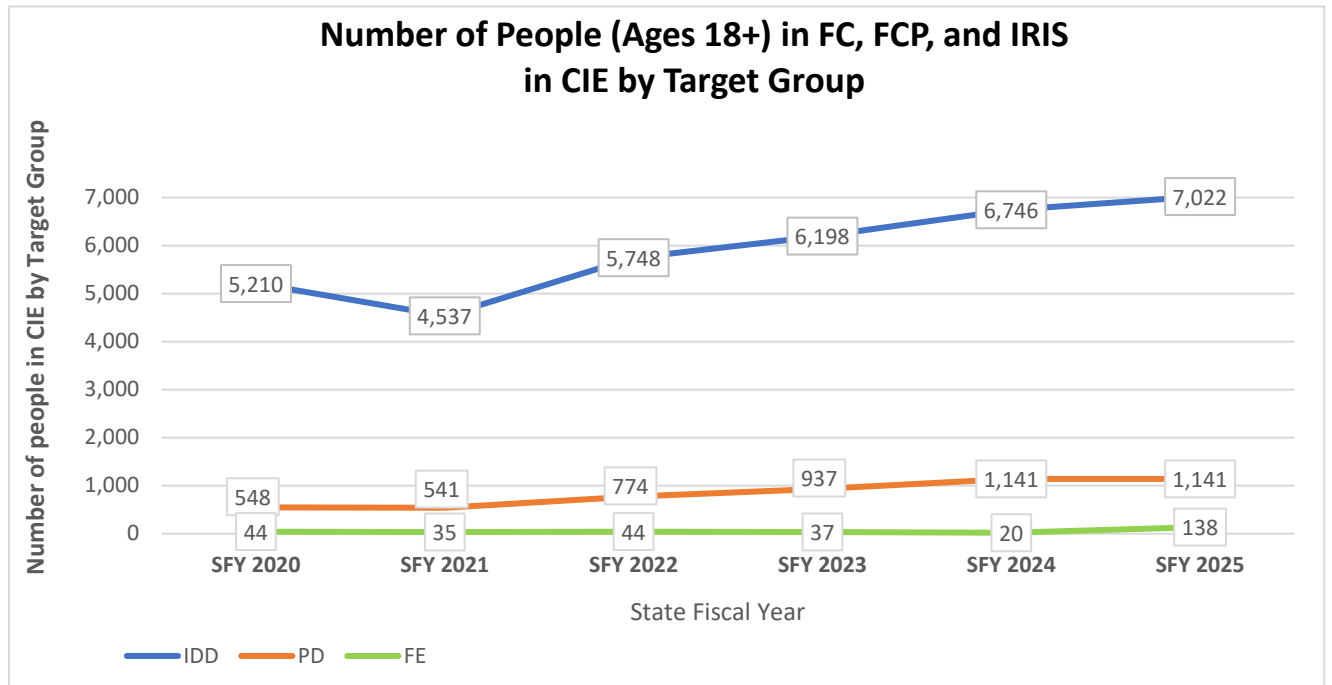
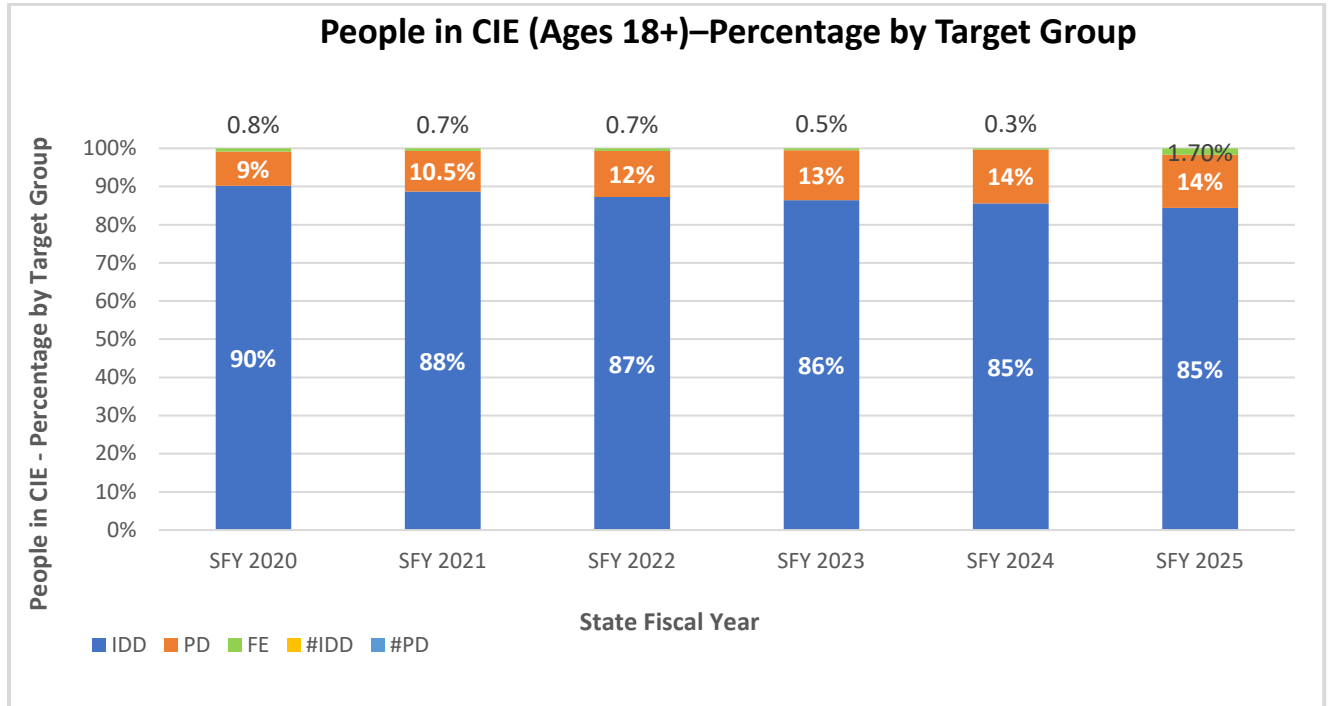


Percentage of all IRIS Participants and Family Care and Family Care Partnership Members (Ages 18+) With and Without Supported Employment Services Working in CIE



Target Group Data

Family Care (FC), Family Care Partnership (FCP), and IRIS serve three target groups of people. The target groups are intellectual and developmental disability (IDD), physical disability (PD) and frail elder (FE).



[Learn more about CIE](https://dhs.wisconsin.gov/employment-skills/index.htm) (dhs.wisconsin.gov/employment-skills/index.htm).