

Place on the Path to Competitive Integrated Employment

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[Employment First](#) implements Ohio's employment first policy, which aims to ensure that all individuals with developmental disabilities have access to community employment opportunities. This rule applies to county boards of developmental disabilities and providers of employment services, regardless of funding source.

The person-centered planning process will include identification and documentation of the individual's place on the path to competitive integrated employment:



The Lake County Board of Developmental Disabilities provides support to help individuals understand the available service options ranging from skill building to work training to competitive integrated employment to help move them along their path to competitive integrated employment. An individual can move back and forth on this path at any time and/or access multiple services at a time.



- **Adult Day Support** are services with a focus on non-work activities that helps the individual develop skills that enhance an individual's social development and performance of daily community living. The expected outcome is development of skills that lead to greater independence, community membership, relationship-building, self-direction and self-advocacy. [\[Waiver Eligible Service\]](#)
- **Vocational Habilitation** are services that provide learning and work experience, including volunteer work, to help the individual develop general skills that lead to competitive integrated employment. These services are expected to occur over a defined period of time with specific outcomes to be achieved. The expected outcome is the advancement of an individual on the path to competitive integrated employment. [\[Waiver Eligible Service\]](#)
- **Group Employment Support** are services and training activities provided in regular business, industry and community settings for groups of two or more individuals with disabilities. The expected outcome is paid employment and work experience leading to further career development and competitive integrated employment. [\[Waiver Eligible Service\]](#)
- **Pre-Employment Services** are available through various funding sources to help an individual find their most independent place on the path to competitive integrated employment. Services may be available through [Opportunities for Ohioans with Disabilities \(OOD\)](#) and/or the Medicaid Waiver, if eligible, needed and available. Some commonly utilized services include the following:
 - **Vocational Evaluation** is used to identify and evaluate the individual's current and projected vocational functioning to determine viable employment options. [\[OOD Eligible Service\]](#)
 - **Career Exploration** is used to assist the individual in exploring a specific employment outcome. The individual has the opportunity to shadow, observe, attempt the job tasks, or ask questions of employees performing the job tasks associated with the identified occupation. [\[OOD Eligible Service\]](#) and [\[Waiver Eligible Service\]](#)
 - **Community Work Experience (Assessment)** is a paid job trial with the support of a Job Coach to assess the individual's aptitudes, abilities, behaviors, accommodation needs and preferences to determine if a specific employment opportunity is a good fit, as well identify what supports they may need in the workplace in order to be successful in competitive integrated employment. [\[OOD Eligible Service\]](#)
 - **Community Work Experience (Adjustment)** is an additional paid opportunity for the individual to address specific barriers/behaviors and identify/recommend ongoing supports and accommodations in a competitive integrated setting with the support of a Job Coach. [\[OOD Eligible Service\]](#)

- **Job Search Assistance** is used to prepare and assist the individual to contact businesses, apply and interview with employers and to secure competitive integrated employment which matches their employment outcome. [\[OOD Eligible Service\]](#)
- **Career Planning** is individualized, person-centered, comprehensive employment planning and support that provides assistance for individuals to achieve or advance in competitive integrated employment. This service can include the following components: benefits education and analysis, career discovery, career exploration, employment/self-employment plan, job development, self-employment launch, situational observation and assessment, and/or worksite accessibility. [\[Waiver Eligible Service\]](#)
- **Career Training** provides opportunities to learn skills in various employment industries to improve the quality of competitive integrated employment outcomes for individuals with developmental disabilities.
- **Competitive Integrated Employment** is when a person is working in an integrated environment for at least minimum wage with the opportunity for advancement and the same level of benefits as other employees without disabilities in similar positions.
 - **Job Coaching** is utilized to provide assistance to the individual, such as instruction to learn job tasks; to assess, request and implement any accommodations; utilize interventions; develop natural and peer supports; and to be successful in the work environment. [\[OOD Eligible Service\]](#)
 - **Individual Employment Support** can help a person maintain or advance in their employment. Individual Employment Support includes but is not limited to: job coaching, training in assistive or other technology used on the job, other workplace support services and personal care and assistance. [\[Waiver Eligible Service\]](#)

Benefits Planning Information

Working in the community can allow you to earn your own money, help you increase your independence, and empower you to create more opportunities for the way you live your life. Considering employment can also be a big change and it may bring lots of questions about what that means for you. You may be afraid that you will lose your benefits if you work. You may be concerned about how to get your benefits back if you stop working or need to work fewer hours because of your disability. You may be afraid that you will lose your health benefits if you go to work. We also know that working opens doors and offers you more choices. Arm yourself with information so that you can make decisions based on facts, not fear.

Resources Available:

- **Work Incentives Planning and Assistance:** provides information about how working in the community might affect your current benefits. These reports are completed by Certified Work Incentives Coordinators or Community Work Incentives Practitioners and can be accessed through [Opportunities for Ohioans with Disabilities \(OOD\)](#), [Social Security Administration Ticket to Work](#) or a [HCBS Waiver](#).
- **Disability Benefits 101:** tools and resources to learn more about benefits and about how work can help you live your best life.
- **U.S. Department of Labor—Employee Benefits Security Administration:** the [financial toolkit](#) is a resource designed to support people with disabilities and the staff/family members who assist them. Offers financial education tools and resources for every stage of your employment journey.

- **Social Security Administration:** if you get disability benefits and are working or want to work, the [Ticket to Work](#) program can help. Special rules make it possible for people receiving Social Security disability benefits (SSDI) or Supplemental Security Income (SSI) to work and still receive monthly payments. [The Red Book—A Guide to Work Incentives](#) serves as a general reference source about the employment-related provisions of the Social Security Disability Insurance and the Supplemental Security Income Programs.
- **Medicaid Buy-In for Workers with Disabilities and Ohio WorkAbility:** Ohio Medicaid programs that provide health care coverage to working Ohioans with disabilities. These programs were created to enable Ohioans with disabilities to work and still keep their health care coverage.
- **STABLE Account:** an investment account that allows eligible individuals with disabilities to save and invest money without losing eligibility for certain public benefits programs, like Medicaid or Social Security.

For more information, reference the imbedded links above to access the rules or online resources.

Questions?

We are here to help!

Lake County Board of Developmental Disabilities/Deepwood
Service & Support Administration
8121 Deepwood Boulevard (Building C)
Mentor, Ohio 44060

Phone: 440-350-5145

Email: EmploymentNavigation@LakeBDD.org

Website: www.LakeBDD.org/Service-Support-Administration/