

RISE e-Learning Community Summary

Strategies to Phase-Out 14(c)

Summary

During October 2023 through January 2024, the National Disability Rights Network (NDRN) facilitated the Strategies to Phase-Out 14(c) Results and Innovation in Systems Excellence (RISE) peer e-learning community for the Administration on Disabilities (AoD) Disability Employment Technical Assistance Center (DETAC). Community participants included five Centers for Independent Living (CILs), 14 State Councils on Developmental Disabilities (DD Councils), five State Protection & Advocacy Entities (P&As), six University Centers for Excellence in Developmental Disabilities (UCEDDs), and one Project of National Significance, Community Collaborations for Employment (PNS CCE) grantee. The goal of this group was to share actionable strategies and facilitate peer-to-peer discussion on ending segregated employment and subminimum wage for people with disabilities under section 14(c) of the Fair Labor Standards Act (FLSA). The Workforce Innovation and Opportunity Act (WIOA) prioritizes competitive integrated employment in which people with disabilities are paid comparable wages to their co-workers without disabilities in an integrated work setting. Through presentations from subject matter experts and facilitated discussions, participants developed strategies they could apply in their communities to advocate for systems change.

Session Details and Recording Links

- **Session 1:** Ending Segregation and Subminimum Wage (<https://youtu.be/iicANOCrO2s>)
- **Session 2:** Alternatives to Subminimum Wage (https://youtu.be/SMLEKi-D_3w)
- **Session 3:** Phasing Out Subminimum Wage (<https://youtu.be/HPckAexURQE>)
- **Session 4:** Systems Change (<https://youtu.be/WJhCNMP75pU>)

Action Steps Participants are Implementing to Phase-Out 14(c)

- Establishing a state-level stakeholder advocacy group
- Expanding state-based employment services to directly facilitate people with intellectual and developmental disabilities (I/DD) moving out of subminimum wage work and finding competitive, integrated employment
- Educating policymakers and the public to drive critical systemic changes, including advocating for state legislative action to eliminate 14(c)
- Exploring legal pathways for challenging subminimum wages being paid under 14(c)

Related Resources



[The National Landscape of Subminimum Wage, Implications and Recommendations to Elevate Competitive, Integrated Employment \(DETAC Publication, authored by NDRN\)](#)

[Pennies on the Dollar: The Use of Subminimum Wage for Disabled Workers Across the United States \(Report from New America\)](#)