

# Supported + Customized Employment

## What is Supported Employment?

Supported Employment (**SE**) Services assist youth or adults with the most significant disabilities obtain and maintain competitive, integrated employment. Services are individualized and consistent with the unique strengths, abilities, interests and informed choice of the individual to help them succeed. A variety of support services are available. VR coordinates with individuals and providers to deliver necessary ongoing support services.



## Quick Facts about SE Services:

- Work for pay at the same rate as other employees
- Promotes social integration, productivity, and maximum use of a person's skills and abilities
- Takes place in an integrated work setting
- Assists individuals with developmental disabilities, severe or persistent mental illnesses, and other significant disabilities
- Includes job coaching often provided by an employment specialist after placement on the job
- Maintains support services to the worker for both current and future employment needs
- Builds extended, ongoing supports with agencies and partners outside of VR to assist a person in maintaining employment



## What is Customized Employment?

**Customized Employment is an employment strategy designed to work collaboratively with the individual and the employer to negotiate a customized job; the supports needed; and the terms of employment that will match the individual's interests, skills, conditions necessary for success, and specific contributions. Customized Employment will fulfill the unmet needs of an employer.**



## Self-Advocacy Training

Self-Advocacy Training is a service designed to prepare individuals on how to better communicate their strengths, abilities, interest, and needs. Individuals who participate in this service learn how to represent themselves and make decisions that affect their lives. Throughout the training, individuals learn skills that increase confidence and self-esteem while helping them develop a sense of independence and self-empowerment.



## Discovery

Discovery is an alternative to traditional assessments that helps individuals identify their strengths, interests and abilities. The information gained is used to help individuals identify a career path that meets his or her individual needs. Discovery is an interactive process that takes place over time and in a variety of community settings.



## Work-Based Learning Experiences

Work-Based Learning Experiences (WBLE) use the workplace or real work to provide students with disabilities the knowledge and skills that will help them connect experiences while in school to real life work activities and career opportunities, improving their future outcomes.



## On-the-Job Training

On-the-Job Training is an employment service designed to assist individuals to gain skills and experiences on an actual job. It is a partnership between a business, individual and VR. VR can provide supports that are needed for successful participation in the service.

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