

SUPPORTED EMPLOYMENT MODELS AND SERVICES

❖ MODELS

Individual Placement – Establishes employment opportunities for individuals on a one-to-one basis with individuals earning at least minimum wage. A job coach takes the lead in guiding the consumer through the process of finding a job based on consumer's job interests and preferences; on-site and off-site job support is offered. Continuous follow along support services are provided as long as consumers want the assistance.

Mobile Work Crew – Small groups of workers with disabilities move about the community performing specific services. Crews are generally comprised of eight consumers or fewer.

Small Business – This model provides employment in a small business setting that is managed by a supported employment program. The small business model allows individual consumers to choose the nature of the job supports they want and to exercise their preference for a non-integrated work environment (i.e., working on teams with others who have psychiatric disabilities). Workers earn a competitive wage.

Note: Supported Employment Models may incorporate *some or all* of the Services according to the Individual Employment Plan that is developed for/with each consumer.

❖ SERVICES

Assessment – Exploration with the consumer about the kinds of work that he or she may be interested in; completing a vocational profile; developing an employment plan; exploring job possibilities in the community with the consumer for the right job match and assessing job skills in a competitive work environment. Extended periods of assessment are avoided.

Job Finding – Job finding is individualized and based on consumers' job interests and preferences. The job search begins soon after entering the supported employment program. Job coaches provide one-on-one support to the consumer in the process of finding a job. Activities such as career exploration, resume writing, interviewing preparations, conducting a job search, and other job seeking skills are developed. The tasks of a job coach are to provide appropriate preparation for the specific job challenges facing the consumer.

Job Supports – Job supports facilitate success in competitive employment. Examples: working with consumers on the job site to help them learn job skills; providing guidance and support to employers; advocating for a change in the work environment. Interventions (such as arranging for transportation) can be focused on the individual, supervisor, co-workers, family members and/or support teams.

Follow Along – Once a job has been obtained, ongoing communication is maintained with the consumer, employer, family members, treatment teams, etc. to support the consumer in his or her work. When problems are identified and responded to early, unnecessary job terminations may be averted.

Group Support – Includes other individuals with and without jobs and offers support through social interactions and activities that include discussions, role playing, career explorations, networking and recreation.