

Employment for Individuals with Disabilities

Fact Sheet



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Competitive Integrated Employment

Individuals with disabilities have the right to competitive integrated employment. Competitive integrated employment means that an individual is paid at a rate similar to their peers and work with individuals with and without disabilities in community employment settings. Some individuals with disabilities may need support finding a job and support on the job.

Agencies who Support Employment

Individuals can receive employment services through Vocational Rehabilitation (VR) or the Division of Services for People with Disabilities (DSPD). VR and DSPD partner with community rehabilitation providers (CRPs) to support individuals with disabilities.

Vocational Rehabilitation (VR)

Any eligible individual can apply for VR services. Individuals should start by contacting their local VR office. They can attend a welcome session, or fill out an application immediately. A VR counselor will contact the individual if they are deemed eligible. An individual can receive services for up to 24 months. To find a local VR office and for more information about the process, click [here](#) or scan the QR code on the following page.

Division of Services for People with Disabilities (DSPD)

Individuals receiving services through DSPD can receive funding support through DSPD. The individual typically should receive services funded through VR first. If the individual still needs support after they have been with VR for 24 months, they can apply for continued funding through DSPD to continue working with their VR counselor and CRP. To learn more about the flow of employment services, click [here](#) or scan the QR code on the following page.



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Employment Services & Supports

Supported Employment Services

Individuals with disabilities can work with VR and CRPs to receive traditional supported employment. Supported employment services seek to support someone with a disability in obtaining a competitive integrated job. Supported employment means an individual will take a more traditional route to employment. The individual will apply to jobs and interview for a position just as anyone else applying for the job would. The individual will work with a job coach who will support them through the process.

Customized Employment Services

People with disabilities who may experience more barriers to obtaining employment through traditional means may be good candidates for customized employment. Customized employment services tailors a job role to an individual's strengths and interests and the needs of an employer. The individual works with a CRP to negotiate and collaborate with the employer to create a new position. The individual is hired as an employee, just like any other employee at the establishment. In customized employment, a person is still able to use a job coach to support them on the job.

Job Coaching Supports

Individuals receiving employment support typically will work with a Vocational Rehabilitation (VR) counselor and a community rehabilitation partner (CRP) to find and maintain a job in their community. If needed, the CRP will provide a job coach to support the individual. A job coach will assist the individual in finding and maintaining a job. Job coaches can support an individual in applying for jobs, making a resume, practicing interviewing, learning and maintaining skills for the job, communication skills, and any other support an individual may need with employment. Job coaching supports are individualized and the amount of support provided will vary from person to person.

Summary

Many individuals with disabilities can and want to work. With proper supports before and after obtaining a job, competitive integrated employment is possible! To learn more about supported and customized employment and the difference between the two services, click [here](#).



Vocational
Rehabilitation



Division of Services for
People with Disabilities



Employment
Services