

FAQS

Supported employment

[What is supported employment?]

Supported employment is a customer-driven approach to assess and prepare individuals with the most-significant disabilities for employment. This program is offered by Vocational Rehabilitation Service (VRS), a division of the Alabama Department of Rehabilitation Services (ADRS).

[How does supported employment work?]

Employers are connected with valuable employees who care about their jobs. Supported employment providers are knowledgeable and well trained on employment of persons with disabilities in the work force. Services include:

Milestone 1 - Situational assessments and/or Discovery

During this phase: Consumers participate in two or more assessments in real work settings in the community. Job developers identify what consumers are interested in and determine their skill level. The Discovery Process is made up of a team of people chosen by the consumer. This group of professionals, friends, and family members assists job developers through their unique knowledge of each consumer's strengths and barriers to employment. The team helps determine the best job match and potential employers in the area. This process may include customizing a job.

Milestone 2 - Job development and placement

During this phase: The counselor and job coach work with consumers to locate employment based on their interests, skills, and abilities.

Milestone 3 - Job coaching

During this phase: Job coaching services will be provided to help consumers learn their job tasks and achieve maximum independence. Job coaches "fade away" as consumers learn their job tasks, can perform the job with minimal assistance, and when employers are satisfied with the consumer's performance.

Milestone 4 - Closure and long-term follow-up

During this phase: An employment service organization or other identified persons will continue to follow up with consumers and employers to ensure continued success on the job.

[How do I get started?]

For assistance related to supported employment and community-based employment, please contact your local VRS office and schedule an appointment. Your VR counselor can assist you and determine which VR services may be appropriate for you.



To learn more about Supported Employment, call 1-800-441-7607 or visit rehab.alabama.gov/supportedemployment.