

# Customized Employment Overview

## Phase I: DISCOVERY PROCESS

Complete interviews, observations, and activities to develop a holistic employment profile and visual resume emphasizing an individual's strengths and interests



## Phase II: JOB DEVELOPMENT

Employment Specialist visits businesses (with or without the job seeker, depending on job seeker preference) to develop a customized position for the job seeker that pays at or above minimum wage



## Phase III: EMPLOYMENT SUPPORT

Development of natural workplace supports and coordination of external supports (if needed), as well as check ins to ensure the job seeker enjoys the position and experiences success

## Phase I: Discovery Process



## Phase II: Job Development



## Phase III: Employment Support



Facilitate the development of natural supports within the workplace from supervisors and coworkers



Assist job seeker with requesting appropriate workplace accommodations



Identify and set up external supports (e.g. job coaching)



Check in with employee and supervisor to ensure the job is a good fit and supports are appropriate