

Employment Options Discussion

On-going Employment Choice discussions recognize that a person's interests, available services, and support options change over time. Rooted in person-centered thinking, support coordinators facilitate Employment Choice conversations between the person and their authorized representatives/legal guardian (decision maker) to ensure their career desires, interests and support/service needs are assessed. Specifically, Support Coordinators are responsible for the following related to Employment Choice:

- Identifying a person's interests regarding employment.
- Reviewing available options.
- Addressing the person's satisfaction or dissatisfaction with current services.
- If the person and/or Decision Maker does not want to explore or pursue options:
 - Identifying barriers related to exploring or pursuing employment options.
 - Addressing barriers, as applicable and develop outcomes/support activities related to barriers
- Indicating a timeline for reviewing options in the future; no less than annually
- Documenting that the above were discussed and any actions taken as a result.

Documentation example:

Example 1:

During the annual meeting John indicated interest in earning income. The Support Coordinator, John, and AR discussed his interests that could provide income/employment options. The SC shared information on the local Department for Aging and Rehab Services (DARS) office and the role they can play in helping people obtain and maintain paid jobs in their community. John and his AR agreed this seemed like a great next step. Additionally, the SC agreed to discuss the expressed interest in finding work related to computers with his day support provider to determine if they can help gather data for the DARS referral and support John's career planning efforts around computer work. John's ISP was updated with new objectives of increasing his access to and improving computer skills through the day support provider (if available) and working with DARS to explore community-based work opportunities.

Example 2:

In the annual meeting, the support coordinator discussed employment as an option for Jane. Jane indicated she enjoys attending her current day support program. The SC asked Jane what about the day program she enjoyed. She and the AR explained her friendships, the community outings, and consistency of a schedule. The SC shared ways that these needs could be met while pursuing employment as an option. Jane and her AR said they are not interested in changes. The SC also suggested referring Jane to a Peer Mentor. All agreed that they would discuss employment options again at the next annual meeting. The SC reminded Jane that if at any point she or her AR are dissatisfied, other providers/service options can be pursued.

Example 3:

In the annual meeting, the support coordinator discussed employment as an option for Tana. Tana was not able to participate in the discussion verbally although would smile or turn her head. Tana requires total physical care and is in a prone position 20 out of 24 hours per day. Tana's mom indicated she could not work nor has she ever expressed an interest in work. Support coordinator asked Tana if she wanted to work and Tana smiled at Support Coordinator which was interpreted by mom to be more an indication of pleasure with the interaction than with the idea of work. Support Coordinator talked to mom and Tana about Tana's interests and if any of those could be explored in a meaningful way towards employment. Mom and support staff expressed concern regarding what Tana could do given her limited use of her hand and a lack of a consistent yes/no response. Support coordinator discussed Tana's interests and how they might relate to employment and then asked Tana and her team what her priority was currently. Mom and support team are skeptical about employment but did not rule it out but agreed that right now Tana was best supported in her day program. The support coordinator agreed to reach out and gather information to share with the family about other individuals with significant disabilities and how they have been supported to find employment.