

Customized Employment



Customized employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time . . . one employer at a time.

Customized employment will often take the form of:

Task Reassignment

- Some of the job tasks of current staff are reassigned to a new employee. This reassignment allows the other employees time to focus on the critical functions of his/her job (i.e., primary job responsibilities) and complete more of the central work of the job. Task reassignment typically takes the form of job creation, whereby a new job description is negotiated based on current, unmet workplace needs.

Job Carving

- An existing job description is modified — containing one or more, but not all, of the tasks from the original job description.

Job Sharing

- Two or more people share the tasks and responsibilities of a job based on each other's strengths.

Self Employment

- Allows for an individual to receive assistance in the creation of an independently owned small business (typically a micro enterprise, under five employees) based on the strengths and dreams of an individual and the unmet needs of a local market while incorporating the individualized planning and support strategies needed for success.

What are the indicators of an educational program which supports Customized Employment?

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| <ul style="list-style-type: none"> • Job seekers interests drive employment outcomes • On-going assessment and data collection to inform the process • School administrator support • Parental support • Flexible scheduling to allow for community-based experiences • Options to provide credit for experiences | <ul style="list-style-type: none"> • Program implementers who are highly qualified educators • Trained, experienced job coaches/ employment specialists with a background in working with people with disabilities, and engaging community employers • Planned course of study to build employment skills • Rich community/business relationships | <ul style="list-style-type: none"> • Post-employment follow up • Planning for transportation needs • Planning for financial independence • Provide connections to community agencies such as supports coordination, state vocational rehabilitation, mental health providers, and centers for independent living • Consider accommodations and supports for the workplace including technology through the Job Accommodation Network (JAN) |
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What can families do to support good results in Customized Employment?

- Presume that the youth CAN work!
- Provide opportunities for responsibility at home
- Provide opportunities for community involvement and experience
- Provide models for positive work behaviors
- Provide opportunities for healthy living options
- Help youth understand disability, self-advocacy
- Provide opportunities for building community networks
- Gain an understanding of Benefits Planning (SSI, SSDI, MA) and work incentive programs
- Actively participate in the IEP meeting
- Plan for transportation needs
- Plan for financial independence
- Attend Transition Fairs and job fairs



Resources: Customized Employment

- An Overview of Customized Employment
<https://www.dol.gov/odep/topics/customizedemployment.htm>
- Choice and customized employment: A critical component
<http://www.worksupport.com/documents/katty2008.pdf>
- Customized employment and disclosure
http://www.worksupport.com/documents/CE_disclosure.pdf
- Customized Employment Q & A
<http://www.dol.gov/odep/ietoolkit/publications/138.pdf>
- Q & A on Customized Employment
<http://www.worksupport.com/documents/disclosure.pdf>
- Customized Employment Tools: The 30-Day Placement Plan
<http://www.dol.gov/odep/ietoolkit/publications/324.pdf>
- Customized Employment: Practical Solutions for Employment Success
<http://www.dol.gov/odep/categories/workforce/CustomizedEmployment/practical/>
- Customized Employment: Where we are; where we are headed
http://www.worksupport.com/documents/ce_griffinhammis.pdf
- Demystifying customized employment for individuals with significant disabilities
<http://worksupport.com/resources/viewContent.cfm/657>
- Disclosure Decisions: To Get the Job Fact Sheet
<http://www.worksupport.com/research/viewContent.cfm/585>
- Funding Consumer-Directed Employment Outcomes Fact Sheet
<http://www.worksupport.com/resources/viewContent.cfm/580>
- Help! Where do I find a job? Successful job restructuring strategies
<http://www.worksupport.com/resources/viewContent.cfm/399>
- Job Accommodations Network
<http://askjan.org/index.html>
- Q & A on Customized Employment: Disclosure
<http://www.worksupport.com/resources/viewContent.cfm/492>
- Q & A on Customized Employment: Employment Negotiations
<http://vcrrtc.org/resources/content.cfm/493>