Indicators of Successful Employment Programs

The following indicators are the core values of supported employment and the best practices for successful employment outcomes. Use them when implementing supported employment or work-based learning internships in school programs.

1. **Paid work**
   Jobs are developed in inclusive businesses and pay at least minimum wage. Students are paid directly by the employer.

2. **Presumption of employment**
   High quality employment programs are built on the belief that everyone, regardless of the disability, has the capacity and right to work.

3. **Focus on abilities & capabilities**
   Identifying and building on student strengths and capabilities is a primary focus. Students are valued as untapped resources and discovering their greatest qualities is the emphasis.

4. **Informed choice**
   Procedures are in place which assure the student has an opportunity to make choices regarding potential internships, jobs, and career paths. These choices and decisions are based on the student’s strengths, abilities, preferences, interests, and experiences.

5. **Quality of workplace supports**
   Job analysis, identification of workplace needs and supports, systematic instruction, strategies, and workplace accommodations are the foundation for developing a plan of support.

6. **Job retention**
   Individualized supports are provided to both the student and employer throughout the work experience.

7. **Performance & satisfaction**
   Systems are in place to monitor student and employer performance and satisfaction. Regular contact with the employer, coworkers, student, and family is essential in maintaining positive employment outcomes.

8. **Data tracking system**
   Quality is regularly assessed by maintaining accurate and consistent data on student performance, student and employer satisfaction, and student outcomes.

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The content was developed under a contract (881-62524-H027A150107) from the Virginia Department of Education.

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