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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.

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.

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.

6

Job retention

Individualized supports are provided to both the student and employer throughout the work experience.

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.

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.

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.

8

Data tracking system

Quality is regularly assessed by maintaining accurate and consistent data on student performance, student and employer satisfaction, and student outcomes.