



State of Rhode Island and Providence Plantations
Department of Human Services
Office of Rehabilitation Services

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ORS SUPPORTED EMPLOYMENT SERVICES
FACT SHEET

The ORS Supported Employment Services are designed to assist individuals with the most significant disabilities, who have been found eligible for ORS, to find and keep a job in an integrated real work setting and to earn at least the prevailing minimum wage. Individuals with significant disabilities often do not have opportunity to experience traditional competitive employment or have had that experience interrupted due to the severity of their disability. It is anticipated that the Supported Employment Program will identify, arrange and coordinate the services and access to the ongoing/intermittent supports needed by the individual to obtain and maintain employment.

The Supported Employment Services that may be enlisted to help an individual with a significant disability to move toward a goal of employment include:

- An assessment or vocational evaluation to discover work interests, abilities and preferences. An opportunity to try real work in an interest area may also help clarify goals and identify support needs.
- Job Preparation services provide an opportunity to learn about the work routine, expectations of a boss, the interview process and identifying individual barriers that may hinder employment success.
- Job development and placement services that help to get a job consistent with the career goal of the Individualized Plan for Employment (IPE).
- Job coaching and retention services that cluster supports that help the individual learn and keep the job. Supported Employment Services are available for up to 18 months to assist in sustaining employment.
- Transitional employment, as a Supported employment Service, is a series of temporary job placements in competitive, integrated work settings with ongoing support services, can be used to help build a resume, develop work skills and to identify strengths and barriers for individuals with the most significant disabilities until job permanency is achieved.

Key Components:

- ◆ **Supported Employment (SE)** assists individuals with the most significant disabilities, who have been unsuccessful with traditional employment strategies and need ongoing supports, to choose, find and keep employment.
- ◆ SE is competitive employment (at or above minimum wage, with pay commensurate to non-disabled worker performing the same tasks). Pay check must come from employer not service provider.
- ◆ Work must be in an integrated setting (person works and/or interacts with non-disabled population). Training occurs after placement.
- ◆ ORS provides intensive ongoing supports for a time-limited period (not to exceed 18 months). * Long-term ongoing supports are provided through other funding sources, and also include natural supports.

*On-going Supported Employment services means services that are based on an assessment of employment stability and provision of specific services needed to maintain employment. These services must include at least twice monthly monitoring of the individual in supported employment either at the work site or off-site (based on client preference). The IPE can be amended to identify any other service needed in order to ensure employment stability.