

# Employment for People with Disabilities

## Definitions<sup>1</sup>

# Carved Job

An employment opportunity created by removing certain aspects of a general job description to meet the specific abilities of an applicant with disabilities.

For example, someone who wants to work as a warehouse helper meets all of the qualifications except a driver's license. A job developer could help the employer to shift the driving responsibilities to another role in exchange for another responsibility the individual could complete.

# Created Job

A job that did not previously exist in the workplace that was created with a specific employer to meet the needs of a specific individual.

# Customized Employment

A job that is individually negotiated and developed.

It is based on an individualized determination of the strengths, needs and interests of the person with a disability, and also is designed to meet the specific needs of the employer.

# Enclaves or Crews

An employment opportunity set aside for people with disabilities within a company. Persons with disabilities and individual enterprises may be protected from direct competition with other elements of the economy through a system of legal restrictions, subsidies, and job assistance.

The number of people with disabilities in a crew or enclave will most often be 3-5, but will never be greater than 8 workers.

# Employment Support

Paid employment in community settings for persons with disabilities who need ongoing support to perform their work.

Support may occur to assist someone to choose, get, learn, or keep a job. Support can include on-the-job training, ongoing external job coaching, transportation or supervision.

# Integrated Employment

Individuals work in the same places, use the same resources, and have regular contact with people without disabilities.

Within these settings, individuals are receiving supported or competitive employment services from a co-worker or other provider. Supported employment job sites include both individual and group models.

# Job Analysis

A strategy used in supported employment that helps employment specialists to:

- 1) recognize the natural ways, means, and people used by the employer to typically perform and teach the job;
- 2) organize the information to be performed by the supported employee; and
- 3) develop a plan for balancing the natural features of support in the jobsite with the needs of the employee.

# Job Coach

Person who provides one-on-one on-site training to assist an employee with a disability in learning or performing a job and adjusting to the work environment.

As the worker becomes proficient, the job coach begins "fading," spending less and less time training the worker.

After "fading" is complete, the job coach continues to monitor the worker occasionally and is available when needed to assist with retraining and other support that the worker might need.

# Job Development

The process of finding the "right" job that matches an individual's interests and talents.

A job may be working for an employer or working for yourself.

# Job Exploration or Job Sampling

Opportunity given to individuals with disabilities to "try out" various job tasks to identify skills and areas of interests.

Job sampling is often part of a high school special education program or may happen as a first step for adults considering supported employment.

# Trial Employment

Short-term employment opportunity that is evaluated after a pre-determined period of time.

In most cases, a decision whether or not to keep the "trial employee" is made following the evaluation.

# Vocational Profile

A Vocational Profile is a planning tool designed to assist individuals with disabilities, their families and friends, and human services professionals as they collaborate to generate specific employment outcomes.

# References

<sup>1</sup> Definitions were retrieved from

[http://www.dhs.state.or.us/dd/supp\\_emp/definitions.html](http://www.dhs.state.or.us/dd/supp_emp/definitions.html)