



Customized Employment

Video transcript #1

This overview of Customized Employment will highlight essential elements of providing quality services to anyone with a disability needing employment services or support.

The opportunity to work in a job you enjoy is a valuable thing.

Customized Employment is competitive, integrated employment for a person with a significant disability.

It is based on the exchange of employee contributions for pay, at or above minimum wage.

In customized employment, the unique skills, talents, and interests of a person are matched to the needs of an employer. It's essential to get to know the abilities a person can bring to a community business.

Customized employment is a balance between what the job seeker can offer and what the employer needs.

How does customized employment happen? It begins with a job seeker doing job exploration to discover what they are interested in.

Working with an employer, the customized employment specialist develops a job description based on current employer needs or a previously unmet or unidentified need.

The job description includes a set of job duties, a schedule, and the specifics of supervision.

The customized employment specialist continues to provide service and support to both the employee and the employer.

Who benefits from customized employment?

Job seekers with significant disabilities and barriers to traditional employment benefit from this strategy.

Those who are traditionally excluded from consideration for employment.

Employers seeking talented employees to fulfill the unmet needs of their businesses. Customized employment can be a win for everyone!