



Highland Rivers Behavioral Health

INTELLECTUAL & DEVELOPMENTAL DISABILITIES SERVICES SUPPORTED EMPLOYMENT



WHAT IS SUPPORTED EMPLOYMENT

Supported Employment (SE) is a program established by the federal government in the 1980s that enables individuals with disabilities to become employed. Our Intellectual and Developmental Disabilities (IDD) Supported Employment (SE) program offers traditional and customized employment for those with IDD.

Our staff assists individuals in entering and maintaining competitive employment based on the needs of the job seeker and employer. Job coaches in the SE program are certified by the Human Services Management Institute at the University of Georgia and are well-versed in the latest in employment services. Our goal is to guide people toward a positive work experience.



FOR EMPLOYERS

Supported Employment (SE) assists companies in hiring competent, dedicated employees needed to get the job done! SE provides ongoing support to employees and employers to address any issues or concerns promptly. The individual, with the support of SE staff, will get the job done to your specifications. Throughout the individual's employment, our staff works to maintain and increase the individual's independence on the job.



CUSTOMIZED & TRADITIONAL SE FOR EMPLOYEES

Customized Supported Employment is a person-centered placement strategy combined with supported employment services. It has four required components:

- **Discovery:** A person-centered planning process that guide the development of a customized job.
- **Customized Employment Planning:** Using the information learned during the Discovery process to develop a plan towards meaningful employment.
- **Job Development and Negotiation:** Working collaboratively with the job seeker and the employer to negotiate a customized job.
- **Post-Employment Support:** Monitoring and support will ensure satisfaction of both the individual and the employer.

In Traditional Supported Employment, we explore job openings in the community to match the individual's expressed interests and skills. Here is how the process works:

- **Interviews:** We set interviews with potential employers and accompany the individual on interviews.
- **Situational Assessments:** We assess the jobsites where an individual expresses interest in working and measure his or her skills, strengths, limitations and level of enjoyment to ensure a good job match.
- **Job Training:** Staff accompany individuals to all training offered by the employer. We conduct any additional training needed for success on the job, including learning the bus route to and from work.
- **Follow-Along:** A staff person works to maintain and increase an individual's independence on the job—scheduling job site visits two to four times per month.

Serving Bartow, Cherokee, Cobb, Fannin, Floyd, Gilmer, Gordon, Haralson, Murray, Paulding, Pickens, Polk and Whitfield counties.

For scheduling, call
1-800-729-5700.

Intellectual/Developmental Disabilities
Host Homes also include Douglas, Dade,
and Catoosa counties.

Visit our www.highlandrivers.org for IDD
referral forms

