

# Customized Employment

## DISCOVERY

*Activities:*

Initial Meeting  
Community Visit  
Team Meeting

*Phase Completed When:*

-The individual Service Plan is completed in the team meeting

*Estimated Timeline:*  
1 Month

(Varies depending on availability)

## JOB DEVELOPMENT

*Activities:*

Interview Practice  
Resume Building  
Complete Job Applications  
Employment Search  
Weekly Meetings

*Phase Completed When:*

The Person:  
-Secures Employment

*Estimated Timeline:*  
Varies

## EMPLOYMENT SUPPORT

*Activities:*

Accommodations and Modifications  
Hard/Soft Skill Building  
Employer Consultation

*Phase Completed When:*

The Person:  
-Feels comfortable using natural supports  
-Can effectively communicate with the employer

*Estimated Timeline:*  
Varies

## MAINTENANCE

No formal services or plan is in place

The Employment Specialist is available as needed

The Peer Support Specialist is available as needed

# Supported Employment Individual Placement and Support

## CAREER PROFILE

-Employment Specialist meets with the participant to create their profile

-Information from the career profile defines the Job Search Plan

## JOB DEVELOPMENT

-Employment Specialist works with the participant to find a job that matches the Job Goal (taken from the Career Profile and Job Search Plan)

-Participant and Employment Specialist fill out applications, look at job tours and assist with interviews

## JOB TRAINING

-Employment Specialist supports the individual needs for job success

-Weekly meetings will take place during the first month of employment

-Follow along supports available such as:  
Assisting with social skills on and off the job, assist with hygiene needs, benefit planning, finding resources and problem solving supports

## CONTINUED JOB SUPPORTS

The participant will be taken off the caseload after 1 year of stable employment, but assistance is always provided by Employment Specialists and / or Peer Support Specialists if needed at any time.

Mental Health America and the P.I.E.R. Recovery Community Center are open Monday - Friday for additional support as needed