

TOPIC: Customized Employment

Defining Customized Employment

EVIDENCE-BASED PRACTICES FOR POSITIVE OUTCOMES

To better understand customized employment practices, researchers conducted five focus group with 28 professionals, including national experts and people who implement customized employment for people with disabilities. The research revealed the best practices for employment specialists to follow while assisting individuals with disabilities in obtaining employment, include:

- Build rapport and get to know the individual; mindfully listen to them
- Identify the individual's interests, skills, and abilities; along with conducting in-depth interviews with family and friends,
- Observe the individual during daily activities in different community settings and doing job-related tasks,
- Arrange for the job seeker to observe local businesses that potentially match the job seeker's interests, skills, and abilities and conduct informational interviews with those employers, and
- Collaborate with the job seeker, family, and friends to develop and negotiate a customized job description.



Inge, Katherine J.; Graham, Carolyn W.; Brooks-Lane, Nancy; Wehman, Paul; Griffin, Cary (2018). Defining customized employment as an evidence-based practice: The results of a focus group study. *Journal of Vocational Rehabilitation*, 48 (2), 155-166.

For more on this topic and article, Read the Plain Language Summary at:

<https://idd.vcurrtec.org/resources/content.cfm/1392>

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