

## 5. Employment

### Finding a Job: Building on Strengths and Interests

By Jayne Dixon Weber

*(Note: There is a vignette on the DVD based on this material.●)*

Finding a job for your adolescent or young adult is similar to the process that everyone goes through to find a job. In this section, we will take you down the path we took to find 20-year-old Jesse the “real job” he had begun to express a desire for as he entered adulthood. Using a series of interview questions, we looked at the jobs he had in high school, his overall strengths, and found out what else, if anything, he was interested in doing. This led to the development of a preliminary list of “potential” jobs. From there, it remained for us to further evaluate Jesse’s needs, desires and skill set, while beginning, with his active involvement, to explore possibilities with real-life employers.

The first section below presents the interview questions and discussion process, followed by a summary. The second section is a blank form for readers to use in their own process. Feel free to copy this form and adapt it to the particular needs of your young adult.

**1. Tell us about some of the jobs you had in high school, and what you liked and disliked about each job.**

Jesse said he had done recycling at a three-story senior apartment building. The residents would put out the papers for recycling at 9 o’clock every Monday morning, Jesse would go through with a cart and put the newspapers in it. When the cart was full, he had to take the elevator down to the basement to dump it into a big recycling bin. It took about an hour to do the whole building, and then Jesse would go to the snack area and have a hot chocolate. Sometimes there were other people around. Jesse said the job was okay but that he did not have much opportunity to talk to people.

He also talked about a job folding boxes at a pizza place. He liked wearing the uniform, and while he could fold the small boxes, the large ones were very difficult for him. Since he only worked there once a week, he never got to know the other employees very well, and after a while, only the supervisor talked to him, and that was only to greet him and then to tell him what a good job he had done.

Jesse’s next job was washing buses at the city station. The actual job was a lot of fun, but there was not anyone to talk to and it was a real hassle to get to the station on a bus.

Another of his jobs involved working at a college bookstore. He really liked this job, because he was able to do many different things—from putting on price tags to stocking items. There

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were always many people around and they were always very nice. In addition, he got to dress up, which he enjoys.

Jesse also helped serve lunch at a senior center. He said he liked this job because everyone was nice to him, but they only needed him two days a week, and only for a couple of hours during lunch. He said he wished he could work at this job more often. We added this to a list we were creating of potential jobs.

**2. What do you like to do when you are not working? What are your interests?**

Jesse said he likes all sports—he had actually been the manager of the football team in high school. He also likes to play basketball and baseball, and go bowling. He likes to watch sports on television and in person. He also likes going to the movies and cooking, but most of all, he likes being around people.

Jesse asked if he could still be a manager for either the high school or local college football team. We did not know, but we added it to our list of potential jobs for him.

He had helped make pizzas at a restaurant one time for a fund-raiser and he had really liked that. That was also added to our list of potential jobs.

**3. What are some of your strengths—what are you good at doing?**

He is good at activities in which he knows what is expected of him, and which he can follow through on independently. He is good at activities that are based on a fairly consistent routine. Not only is he interested in people, he is good at working with them. Jesse has good communication skills and good work habits. He loves to get dressed up and wear uniforms.

**4. Are there other jobs you are interested in pursuing?**

Jesse said he wanted to work at a grocery store, so we added this to our list. He said he would like to help at a fire station. When we told him it might only be on a volunteer basis, he was fine with that. We added it to the list of potential jobs.

**5. Do you want any more ideas for jobs?**

When he said yes, we asked additional questions: “Do you like to work with animals—like at a humane society?” He answered that he was somewhat afraid of dogs. We did not put it on the list, but decided to make a note of it so that later we could possibly address this fear. “Would you like to work in a library?” He shrugged his shoulders and asked what he would do. We did not really know, but thought we could look into it if he was interested. We added that to our potential job list.

**6. How much do you want to work? Every day? Full-time? Part-time?**

He seemed to think that just mornings would not be enough, but was not sure about an entire day.

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### 7. Would it be okay to have more than one type of job?

Jesse said he was fine with that.

### POTENTIAL JOB LIST

Based on this detailed discussion, we shared with Jesse the potential job list off of which all of us could begin focusing efforts that would land him a job. The list included:

- Working at a college bookstore.
- Serving lunch at a senior center.
- Acting as the manager for a college football team.
- Cooking at a local pizzeria.
- Working at a grocery store.
- Volunteering at the fire station.
- Working at a library..

### SUMMARY

Basic guidelines to consider in determining a person's ideal work environment include his or her personal talents and preferences, learning style, and tolerance levels for various stimuli such as noise level and social interaction. Job location as it impacts transportation needs and the level of supervision required are also important.

Before making phone calls to find out about potential jobs, make sure to identify your young person's learning styles. Based on conversations with Jesse and his care providers, we learned that he liked to have his job explained to him, to have it modeled for him, and then to do it side-by-side with a co-worker. Sometimes a picture schedule is helpful.

We also found out that while Jesse generally has good communication skills, he does not always ask for help when he needs it, so we had to keep that in mind during job training.

Environment also plays an important role in Jesse's day, so it will be an important consideration in the job or jobs we identify for him.

Our task was to consider each of the potential jobs and evaluate them in light of Jesse's skill set—including those skills he might still develop. We also had to consider the support he might need—both initially and in the long term. Then it was time to make the initial phone calls to find out if some of the jobs were actually a possibility, and whether Jesse could have a trial run to see if the situation would work for both him and the employer.

Even as we did our best to find a job that is a good fit for Jesse and the employer, we had to bear in mind that “things change” and Jesse will probably end up working at many jobs throughout his life. It is important to bear in mind that the perfect job may not be found right away. It is a far lighter load for everyone to carry that we look at jobs for Jesse that he will enjoy and thrive in—for now!

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## Interview Form and Checklist

The National Fragile X Foundation  
 Adolescent & Adult Project, 2006  
 Jayne Dixon Weber

1. Tell us about some of the jobs you had in high school, and what you liked and disliked about each job.

Job:	Likes:	Dislikes:
_____	_____	_____
	_____	_____
	_____	_____
_____	_____	_____
	_____	_____
	_____	_____

2. What kinds of things do you like to do when you are not working? What are your interests?

_____	_____
_____	_____
_____	_____

3. What are some of your strengths—what are you good at doing?

_____	_____
_____	_____
_____	_____

4. Are there other jobs you are interested in pursuing?

_____	_____
_____	_____
_____	_____

5. Do you want any more ideas for jobs?

_____	_____
_____	_____

6. How much do you want to work? Every day? Full-time? Part-time?

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7. Would it be okay to have more than one type of job?

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Now summarize your child's learning style and ideal work environment.

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Consider each of the potential jobs above and evaluate the skills your child has already acquired and which ones need to be developed.

JOB(S)	Skills Already Acquired	Skills That Need Development
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**PRELIMINARY LIST OF JOBS:**

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## Developing Appropriate Work Attributes

By Jayne Dixon Weber

*(Note: There is a vignette on the DVD based on this material.●)*

Work attributes differ from ones in the school and home, and it is important to realize that there is a certain “formal” air to work that is and should be different from home. This applies to volunteer jobs as well as paid ones. Ian works at a clothing store for one of his jobs. He also works part-time at a grocery store. Some of the differences between work and home are discussed below.

### 1. DRESS

It is very important that Ian be appropriately dressed at work every time, whether it is neat, clean clothes or a uniform. At home, Ian can wear a cap, T-shirt, jeans, and sandals/tennis shoes. When Ian is at one job he wears his own clothes suitable for an employment setting, and when he is at his other job, he wears a clean uniform.

### 2. HYGIENE

The work setting does not accommodate poor hygiene. When Ian is at home, he does not have to “spruce up” all the time. However, when he is at work, he should arrive showered, shaved, and with clean hair, teeth, and fingernails. It is also important to help Ian realize that when he needs a tissue he needs to excuse himself and get one. Ian needs to maintain his hygiene the entire time he is at work. If he eats or has a snack, he must remember to wash his face and hands afterwards.

### 3. PUNCTUALITY

It is important for Ian to be ready to go to work on time, every day. When he is at home and not expected at work, he can lounge around all he wants. But he should arrive at work a little before starting time, which in his case is 8 a.m. He should be well rested and dressed when he walks in the door. If something causes Ian to be late, he should call work as soon as possible. Being late cannot become a habit.

### 4. MANNERS

Ian should pay close attention to his manners when he is at work. At home, he can talk on his phone as much as he wants. In addition, his manners do not have to be perfect. At work, Ian should make sure he always says “please” and “thank you.” He should clean up after himself right away when he has been in the snack room, putting trash in the receptacle. He should not chew gum or talk on his cell phone.

### 5. SPEECH

Using appropriate speech is another critical attribute for success in the workplace. When Ian is at home, he can use casual language, e.g., calling his friends “dude” and saying “whatever.” While at work, his speech must meet a more formal standard. He should not use slang or swear words, and he must speak at an appropriate sound level.

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## 6. ATTITUDE

When Ian is at work, he should have a good, positive attitude. At home, he can do mostly what he wants (within certain limits). When he is at work, he follows the rules or instructions, he does his best, he works when he is “on the clock,” and he takes breaks when he is supposed to. He must understand that time spent at work is usually much more structured than at home.

## 7. BEHAVIOR

Ian needs to meet work standards for his behavior. At home, it's okay to hit a pillow when he gets angry. But this is not appropriate in the work setting. Taking deep breaths is okay, throwing and hitting are not. You might practice this at home so Ian does not forget when and/or how to do it.

Also, while it is okay for Ian to hug a friend outside of work, it is more appropriate for him to shake hands with others at work. Setting limits on the type of touching permitted in the workplace helps eliminate any ambiguity and potential awkwardness for both Ian and his colleagues. This is another behavior that can be practiced at home.

## 8. PERSONAL/WORK SPACE

Ian must learn to respect others' personal and work space, and the fact that most people prefer a certain amount of space between themselves and others. Sometimes with good friends, that space is reduced. Standing about an arm's length away from another person at work is a good general rule. It is also important to show Ian where he can go and not go at work. For example, an employee does not ever go behind the employer's desk. Do not assume that Ian knows this.

## 9. ILLNESS

Everyone gets sick on occasion, and Ian must come to understand that if he gets sick, he should stay at home. He should call in as soon as he can, or have someone call for him. If Ian feels ill at work, he should tell the boss right away. Co-workers do not like being exposed to sick people in the workplace.

## 10. ASKING FOR HELP

It is important that Ian learn to ask for help when he needs it so he does not persist in doing something wrong at work. At home, others may be in the habit of asking him if he needs help. At work, he needs to feel confident about who to go to and when it's appropriate to do so. This ensures the job is either done right the first time, or that mistakes aren't unknowingly repeated.

Ultimately, Ian must learn that there is a home life and a work life. Sometimes the difference is minimal—for example, it really is not appropriate to swear in either place. But usually, work and home are different spheres with different standards. These may include dress, speech, behavior, and many other factors he will have to take note of if he is to be successful at work. He must learn that he will have more choices at home than he will at work, but that is simply how work and the larger world is. Learning this is a crucial lesson that will benefit him throughout his life.

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## Behavior at Work: Modifying the Environment

By David Hessel, PhD

Problems at work often result in (or from) inappropriate behaviors. Generally, it is easy to identify the sources of problems that arise in the work environment, and often it requires only simple changes to the environment and interaction patterns to improve the situation.

### DAY 1

Jack has fragile X syndrome and like many people with the condition, he easily becomes stressed or anxious. In addition, he can be very sensitive to sounds, touch, and other types of sensory stimulation. These things can make it hard for him to work and relate to others.

He is standing at a table collating materials for a mailing, with several others doing similar work nearby. Jack is trying to focus on his task, but there is a lot going on around him. Two of his co-workers are talking loudly and joking around, and another is dancing to a nearby radio and occasionally bumping into Jack. The phones are ringing and there is the constant paging of people over the PA system. While the others are productive in preparing materials for mailing, Jack has not completed anything, and his materials are scattered.

The supervisor comes over to talk to Jack. Jack looks down while his supervisor is speaking. The supervisor, appearing annoyed, leans in towards Jack in an effort to make eye contact with him. Jack becomes very anxious and upset because he is unfamiliar with this supervisor, he feels threatened by direct eye contact, and he cannot process all of the instructions. The phone conversation and loud music are over-stimulating him and adding to the overwhelming environment.

Jack turns his head away from the supervisor and starts biting his hand in an effort to cope. The supervisor becomes annoyed. The supervisor tells Jack to look at him and asks him if he understands the directions. Jack indicates that he does understand, but when the supervisor walks away, Jack just starts moving papers back and forth. Jack clearly did not understand the instructions, and does not know how to ask anyone else for help.

The supervisor becomes clearly upset and walks back to where Jack is standing. He asks why Jack did not follow through with his instructions. Jack, still looking down, shrugs his shoulders.

The supervisor throws his hands up and walks away. Jack clenches his fist and angrily gestures towards his co-worker who is working nearby. The other co-workers start to back away nervously. It is hard for Jack to express his feelings easily with words, so he expresses his feelings through behaviors that are not welcome or appropriate in any work environment.

Jack gets anxious, then agitated, pounds his fist on the table, and ends up walking out of the building. He is trying to communicate that he is unhappy and that he needs help to make this work experience better.

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*Now, we are going to explain some changes that can be made to Jack's work environment and in his interactions with others, resulting in a more successful work experience.*

## **DAY 2**

1. Jack and his supervisor are sitting next to each other, eating lunch, and talking casually. The supervisor is taking steps to get to know Jack in a relaxed atmosphere. This will help to reduce Jack's anxiety about interacting with him, hopefully making Jack more motivated and less irritable at work. Lunch is a great way to do this because they do not have to maintain eye contact to have a conversation.
  2. The radio is removed from the work area. The area is also regularly monitored for unnecessary or extraneous sounds, blinking fluorescent lights, and pervasive odors from the nearby restaurant. If any of these hinder Ian's performance, minor adjustments can be considered (e.g. replace deficient light fixtures, install a fan).
  3. The supervisor sets up a separate workstation for Jack, with his back against the wall. He can still see his co-workers and talk with them if he wants to, but he is not in as close proximity. By sitting with his back to the wall, Jack feels more comfortable in his own space and does not have to worry about someone approaching him without any warning.
  4. The supervisor has created a board with three pictures on it, each with a red X through it. One shows Jack threatening with a clenched fist ("No hitting or even pretending to hit."). The second shows Jack yelling angrily ("No yelling."). The third shows Jack threatening to break something ("No breaking things."). The supervisor explains each one to Jack.
  5. The supervisor sets up a visual display showing Jack the steps necessary for completion of his task. He has the materials organized in separate boxes and there are photographs of each step mounted on a poster board on the wall, with each step numbered. The supervisor is going to watch Jack do the task, give him positive feedback on his successes, and encourage him to work carefully. He does not stand too close to Jack and he does not try to make eye contact.
  6. A reward system is set up with reasonable expectations for Jack to manage aggressive impulses in order to obtain the reward of playing basketball with his co-workers at the end of each week.
  7. Jack has identified a person that he can go to when he has any questions. The identified person's name has been shared with the supervisor.
  8. If Jack should become upset, he should take a break and remove himself from the source of frustration. He may need help recognizing these feelings. If so, the person that Jack can go to with questions has agreed to help Jack recognize them.
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You may need to identify a person who is qualified to go into the work environment and suggest changes such as these. Anyone familiar with the characteristics of fragile X syndrome should be able to help explain the combination of sensory integration issues, processing issues, and anxiety, and their influence on daily work and social activities. Professionals to consider for this are occupational therapists, special education teachers, case managers, and social workers. And, of course, parents always know their children better than anyone else does! They or other close relatives can serve important roles in smoothing the way for their child's job success.

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## Employment Opportunities—Nationwide Companies

There are employment opportunities for people with disabilities throughout the United States. After you have considered your young adult's strengths and interests, it is time to find a job in your community. Most grocery stores, restaurants, and coffee shops have jobs available at one time or another. The service industry has long been a "buyer's market," with plentiful jobs available for reliable workers. If your young adult is interested in an office-type job, use your connections or the resources below to help him or her pursue that opportunity.

The following list is of major companies known to hire people who have developmental disabilities. Please note that it should not be viewed as a complete list, nor does it guarantee employment, because availability, of course, is subject to the company's need. Most of these companies operate in multiple sites, so you need to apply for a job at the location in which you are interested. Use this list as a starting point for your own search; you may even use it for ideas when you look at your child's strengths and interests. But please, in no way let it limit you! Do not forget to look at the "Mom & Pop shops" in your community, too!

### NATIONWIDE COMPANIES

#### Coffee Shops

Starbucks

#### Department Stores

Foleys

Dillard's

#### Discount Stores

Kmart

Target

Wal-Mart

#### Restaurants

Burger King

McDonald's

#### Thrift Stores

Goodwill

#### Grocery Stores

Acme

Albertsons

Hy-Vee

Jewel

King Soopers

Kroger

Osco

Publix

Safeway

ShopRite (*Particularly those owned by the Ravitz family in Cherry Hill, Mt. Laurel, and Marlton, NJ.*)

Whole Foods Market

## Employment Opportunities—State and Local Resources

Another way to find a job for your young adult is to use state and local resources. Each will provide you with different types of information.

1. **Division of Vocational Rehabilitation**—Do an Internet search by that title and your state, because each state has its own office. Their goal is to help people with disabilities find employment.
2. **Workforce organizations**—Do an Internet search by that title and your state, because this organization operates in most states. While it is specific for people with developmental disabilities, they do have information on finding jobs.
3. **DisabilityResources.org**—Search by state.
4. **Local ARCs**—Thearc.org. See if they have a list of or any experience with companies that hire people with disabilities. They may be able to connect you with other local organizations that help find employment for people with disabilities, including supported employment.
5. **Developmental Disability Council (DD Council)**—Search by state.
6. **Internet search**—for your state and “supported employment” or “developmental disability employment.”
7. **Local disability organizations**—Search by phone book or Internet.
8. **Personal connections**—Talk to *all* your friends (not just parents of children with disabilities.)
9. **Direct employer contact**—Talk with the manager if your child is interested in a specific job.

The following are examples of organizations that help people with disabilities find jobs. It can be a good starting point even if you do not live in the state or city mentioned here.

### ALABAMA

Alabama Association for Persons in  
Supported Employment (AL-APSE)  
Byron White  
PO Box 11586  
2129 East South Blvd.  
Montgomery, AL 36116  
334-613-3527  
bwhite@rehab.state.al.us  
www.al-apse.org

### ALASKA

MSSCA  
5000 E. Shennum Dr.  
Wasilla, AK 99654  
907-352-1200  
www.mssca.org

### ARIZONA

Chandler Gilbert Arc  
3250 N. San Marcos Pl.  
Chandler, AZ 85225  
480-892-9422  
www.cgarc.org/programs/employment.htm

### ARKANSAS

Arkansas Rehabilitation Services  
www.arsinfo.org/welcome.html

### CALIFORNIA

Center for Independent Living-Berkeley  
510-841-4776  
www.cilberkeley.org  
www.disABLEDperson.com  
760-420-1269

Community Gatepath of Northern  
California-Burlingame  
650-259-8500  
www.communitygatepath.com

Project Independence  
3505 Cadillac, Ste. P101  
Costa Mesa, CA 92626  
714-549-3464

Goodwill  
412 N. Fairview St.  
Santa Ana, CA 92703  
714-547-6308

Orange County ARC  
225 W. Carl Karcher Wy.  
Anaheim, CA 92801  
714-744-5301

The Arc of San Francisco-San Francisco  
www.thearcсанfrancisco.org

HOPE Rehabilitation Services-Santa Clara  
www.hopeonline.org

**COLORADO**

The Arc of Colorado  
www.thearcofco.org/employment.html

Division of Vocational Rehabilitation  
Colorado Department of Human Services  
www.cdhs.state.co.us/ods/dvr/ods\_dvr1.html

**CONNECTICUT**

State of Connecticut  
Department of Mental Retardation  
Attention: Constituent Services  
460 Capitol Ave.  
Hartford, CT 06106  
860-418-6000  
www.dmr.state.ct.us/ssdesc.htm#day-se

**DELAWARE**

Easter Seals Adults with Developmental  
Disabilities Day Services  
http://de.easterseals.com/site/PageServer?  
pagename=DMDR\_adult\_developmental\_  
services

**FLORIDA**

Supported Employment in Florida  
http://www.flse.net/

**GEORGIA**

Jewish Family & Career Services (JF&CS)  
Disability Services  
4549 Chamblee Dunwoody Rd.  
Atlanta, GA 30338  
770-677-9300  
www.jfcs-atlanta.org/services\_all\_stages.asp  
Briggs and Associates for Supportive  
Employment  
404-290-6855  
www.briggsassociates.org

**HAWAII**

The Department of Health Hawaii  
Developmental Disabilities Division  
www.cmisb.org/

**IDAHO**

Idaho Vocational Rehabilitation  
Extended Employment Services  
Community Supported Employment  
and Work Services  
www.idvrcsews.org/

**ILLINOIS**

Illinois Department of Human Services  
Office of Developmental Disabilities  
Supported Living Services

The Special Needs Network, NFP  
103 Schelter Rd.  
Lincolnshire, IL 60069  
847-522-8080  
www.tsnn.org/about/index.html

Department of Human Services  
Division of Rehabilitation Services  
www.dhs.state.il.us

Illinois Association of  
Rehab Facilities  
www.iarf.org

Association of Retarded Citizens of Illinois  
www.thearcofil.org

**INDIANA**

Noble of Indiana  
7701 East 21st St.  
Indianapolis, IN 46219  
317-375-2700  
http://nobleofindiana.org/index.html

**IOWA**

Governor's Developmental  
Disabilities (DD) Council  
www.state.ia.us/ddcouncil/  
City of Emmetsburg  
2021 Main St.  
Emmetsburg, IA 50536  
712-852-4030  
Horizons Unlimited  
www.emmetsburg.com/healthcare/  
horizons.htm

**KANSAS**

Department of Social &  
Rehabilitation Services  
915 SW Harrison St.  
Topeka, KS 66612  
785-296-3959  
http://www.srskansas.org/rehab/index.htm

**KENTUCKY**

Kentucky Office of Vocational  
Rehabilitation  
800-372-7172 (in Kentucky)  
502-564-4440  
http://ovr.ky.gov/programs\_services/sup  
ported\_employment\_program.htm

**LOUISIANA**

Department of Social Services  
Rehabilitation Services  
A. Z. Young Building  
755 3rd St.  
Baton Rouge, LA 70802  
www.dss.state.la.us/departments/lrs/  
Vocational\_Rehabilitation.html

Evergreen Presbyterian Ministries  
4400 Viking Dr.  
PO Box 72360  
Bossier City, LA 71172-2360  
318-742-8440  
http://www.epmi.org/location.cfm

**MAINE**

Department of Health and Human Services  
Behavioral and Developmental Services  
Provider List for Employment Services  
http://www.maine.gov/dhhs/bds/mrser  
vices/MRproviders/Employment/home.htm  
Central Office:  
Division of Vocational Rehabilitation  
Bureau of Rehabilitation Services  
Department of Labor  
150 State House Station  
Augusta, ME 04333-0150  
207-624-5950 / 800-698-4440  
www.maineite.org/pingnew/pg20.htm

**MARYLAND**

United Cerebral Palsy of  
Southern Maryland  
211 Chinquapin Round Rd.  
Annapolis, MD 21401  
410-280-2003  
www.ucp.org/ucp\_localsub.cfm/83/8258  
Learning Independence Through  
Computers (LINC)  
1001 Eastern Ave., 3rd Floor  
Baltimore, MD 21202  
410-659-5462  
www.linc.org/resrehab.html

**MASSACHUSETTS**

Evergreen Center (for 18 and over)  
345 Fortune Blvd.  
Milford, MA 01757 USA  
508-478-5597  
services@evergreenctr.org  
Massachusetts APSE: The Network  
on Employment  
www.massachusettsapse.org/index.php

**MICHIGAN**

Career, Education & Workplace Programs  
Supported Employment  
www.michigan.gov/mdcd/0,1607,7-122-  
1681\_2818-18636--,00.html  
Judson Center  
248-549-4339  
www.judsoncenter.org/index.php  
Cass Valley Enterprises  
989-823-6100  
http://cassvalleyent.org/support.html

*Employment***MINNESOTA**

Supported Employment Program  
[www.doer.state.mn.us/odeo-ada/images/pdf-file/sep-4vp.pdf](http://www.doer.state.mn.us/odeo-ada/images/pdf-file/sep-4vp.pdf)

Department of Human Services  
[www.dhs.state.mn.us/main/groups/disabilities/documents/pub/dhs\\_id\\_028653.hcsp](http://www.dhs.state.mn.us/main/groups/disabilities/documents/pub/dhs_id_028653.hcsp)

**MISSISSIPPI**

Department of Rehabilitation Services  
 State Office Building  
 1281 Highway 51 North  
 Madison, MS 39110  
[www.mdrs.state.ms.us/press/MDRS3.pdf](http://www.mdrs.state.ms.us/press/MDRS3.pdf)

**MISSOURI**

Vocational Rehabilitation  
<http://vr.dese.mo.gov/vr/co/VRWebsite.nsf/web/SESP?opendocument>

Missouri Association of County Developmental Disabilities Services  
[www.macdds.org/index.html](http://www.macdds.org/index.html)

MERS/Missouri Goodwill Industries  
 1727 Locust St.  
 St. Louis, MO 63103  
 314-241-3464  
<http://mersgoodwill.org/index.php>

**MONTANA**

Job Connection Inc.  
 1501 14th St. W., Ste. 220  
 Billings, MT 59102  
 406-245-6323  
[www.jobconnection.org/](http://www.jobconnection.org/)

Dept. of Public Health and Human Services  
 Disability Services Division (DSD)  
[www.dphhs.mt.gov/dsd/workandotherday/services/supportedemploymentservices.shtml](http://www.dphhs.mt.gov/dsd/workandotherday/services/supportedemploymentservices.shtml)

A.W.A.R.E. INC.  
 205 East Park St.  
 Anaconda, MT 59711  
 406-563-8117  
[www.aware-inc.org/](http://www.aware-inc.org/)

**NEBRASKA**

Mid-Nebraska Individual Services, Inc.  
 216 N. Denver  
 PO Box 1346  
 Hastings, NE 68902-1346  
[www.mnis.kearney.net/services.html](http://www.mnis.kearney.net/services.html)

**NEVADA**

Department of Employment, Training & Rehabilitation—Rehabilitation Division  
 Bureau of Vocational Rehabilitation  
 500 East Third St.  
 Carson City, NV 89713  
 775-684-3849  
[http://detr.state.nv.us/rehab/reh\\_vorh.htm](http://detr.state.nv.us/rehab/reh_vorh.htm)

Easter Seals Southern Nevada  
[http://sn.easterseals.com/site/PageServer?pagename=NVCL\\_homepage](http://sn.easterseals.com/site/PageServer?pagename=NVCL_homepage)

**NEW HAMPSHIRE**

Easter Seals New Hampshire  
[http://nh.easterseals.com/site/PageServer?pagename=NHDR\\_job\\_training](http://nh.easterseals.com/site/PageServer?pagename=NHDR_job_training)

Monadnock Developmental Services  
 121 Railroad St.  
 Keene, NH 03431  
 603-352-1304  
[www.mds-nh.org/index.htm](http://www.mds-nh.org/index.htm)

**NEW JERSEY**

Division of Developmental Disabilities  
 PO Box 726  
 Trenton, NJ 08625  
 609-987-0800  
[www.state.nj.us/humanservices/ddd/](http://www.state.nj.us/humanservices/ddd/)

The First Occupational Center of New Jersey (OCNJ)  
 973-672-5800  
[www.ocnj.org/Pages/services/rehab/supe/supemploy.htm](http://www.ocnj.org/Pages/services/rehab/supe/supemploy.htm)

**NEW MEXICO**

Department of Health  
 1190 S. St. Francis Dr.  
 Santa Fe, NM 87502  
 505-827-2613  
[www.health.state.nm.us/ddsd/sgf/services/websitedev/statenationalfunded/svcspg07.htm](http://www.health.state.nm.us/ddsd/sgf/services/websitedev/statenationalfunded/svcspg07.htm)

Vistas Sin Limites  
[www.nmhu.edu/vistassinlimites/](http://www.nmhu.edu/vistassinlimites/)

New Vistas  
 Adult Services and Administration  
 1205 Parkway Dr., Ste. A  
 Santa Fe, NM 87507-7234  
 505-471-1001 / 800-737-0330  
[www.newvistas.org/](http://www.newvistas.org/)

**NEW YORK**

State Office of Mental Retardation and Developmental Disabilities  
 44 Holland Ave.  
 Albany, NY 12229  
 518-473-9689  
[www.omr.state.ny.us/hp\\_individuals.jsp](http://www.omr.state.ny.us/hp_individuals.jsp)

**NORTH CAROLINA**

Beaufort County Developmental Center's (BCDC)  
 1534 West Fifth St.  
 Washington, NC 27889  
 252-946-0151  
[www.bcdcsolutions.org/](http://www.bcdcsolutions.org/)

Department of Health & Human Services  
 Division of Vocational Rehabilitation  
<http://dvr.dhhs.state.nc.us/DVR/VRS/vrconsumer.htm>

Easter Seals  
 Supported Employment Training (SET)  
[http://nc.easterseals.com/site/PageServer?pagename=NCDR\\_SupportedEmploymentTrainingSETHomepage](http://nc.easterseals.com/site/PageServer?pagename=NCDR_SupportedEmploymentTrainingSETHomepage)

Goodwill Industries of Northwest North Carolina, Inc.  
 336-724-3625 Ext. 276  
[www.goodwillnwncc.org/employment/training/emp\\_topic.asp?i=45](http://www.goodwillnwncc.org/employment/training/emp_topic.asp?i=45)

**NORTH DAKOTA**

Department of Human Services  
 Vocational Rehabilitation  
 600 East Blvd. Ave., Dept. 325  
 Bismarck ND 58505-0250  
 701-328-2310 / 800-472-2622  
[www.nd.gov/humanservices/services/disabilities/vr/](http://www.nd.gov/humanservices/services/disabilities/vr/)

**OHIO**

[www.fragilexohio.org](http://www.fragilexohio.org)

**OKLAHOMA**

Oklahoma Department of Rehabilitation Services (DRS)  
 3535 N.W. 58th St., Ste. 500  
 Oklahoma City, OK 73112-4815  
 405-951-3400 / 800-845-8476  
[www.okrehab.org](http://www.okrehab.org)  
[www.ok.gov/~ohc/\\_employment/training.htm](http://www.ok.gov/~ohc/_employment/training.htm)

Oklahoma Goodwill Industries, Inc.  
 410 SW Third St.  
 Oklahoma City, OK 73109  
 405-236-4451

Dale Rogers Training Center  
 2501 N. Utah  
 Oklahoma City, OK 73107-2291  
 405-946-4489

**OREGON**

Seniors and People with Disabilities  
 500 Summer St. NE E02  
 Salem, OR 97301-1073  
 503-945-5811  
[www.oregon.gov/DHS/dd/adults/employment.shtml](http://www.oregon.gov/DHS/dd/adults/employment.shtml)

UCP of Oregon and SW Washington  
 ATTN: Employment Consultants  
 7830 SE Foster Rd.  
 Portland, OR 97206  
 503-777-4166/800-473-4581  
[www.ucp.org/ucp\\_localsub.cfm/129/10524](http://www.ucp.org/ucp_localsub.cfm/129/10524)

Central Oregon Resources for Independent Living (CORIL)  
20436 Clay Pigeon Court  
Bend, OR 97702  
541-388-8103  
[www.coril.org/html/employment.html](http://www.coril.org/html/employment.html)

Options for Southern Oregon  
1215 SW "G" St.  
Grants Pass, OR 97526  
541-476-2373  
[www.optionsonline.org/](http://www.optionsonline.org/)

Pearl Buck Center Inc.  
5100 W. Amazon Dr.  
Eugene, OR 97405  
541-345-8506  
[www.pearlbuckcenter.com/](http://www.pearlbuckcenter.com/)

**PENNSYLVANIA**  
Greater Pittsburgh Supported Employment Association, Inc. (GPSEA)  
PO Box 4983  
Pittsburgh, PA 15206  
412-391-1129 Ext. 110  
[www.gpsea.org/](http://www.gpsea.org/)

Office of Vocational Rehabilitation  
[www.dli.state.pa.us/landi/cwp/view.asp?A=128&Q=168269](http://www.dli.state.pa.us/landi/cwp/view.asp?A=128&Q=168269)

**RHODE ISLAND**  
The Blackstone Valley Center  
115 Manton St.  
Pawtucket, RI 02861  
401-727-0150  
[www.bvcriarc.org](http://www.bvcriarc.org)  
The Kent County Arc  
J. Arthur Trudeau Memorial Center  
3445 Post Rd.  
Warwick, RI 02886  
401-739-2700  
[www.kentcountyarcc.org/](http://www.kentcountyarcc.org/)  
The Arc of Northern Rhode Island  
320 Main St.  
Woonsocket, RI 02895  
401-765-3700  
[www.arcofnri.org/](http://www.arcofnri.org/)

**SOUTH CAROLINA**  
South Carolina Vocational Rehabilitation Department  
1410 Boston Ave.  
PO Box 15  
West Columbia, SC 29171  
803-896-6500  
[www.scvrd.net/i\\_sup\\_employ.html](http://www.scvrd.net/i_sup_employ.html)  
South Carolina Access  
<https://scaccess.communityos.org/>

Wake Enterprises, Inc.  
2421 Timber Dr.  
Raleigh, NC 27604  
919-834-9022  
[www.wake-enterprises.org/](http://www.wake-enterprises.org/)

**SOUTH DAKOTA**  
Division of Rehabilitation Services  
Hillsview Plaza  
3800 E. Hwy. 34  
500 East Capitol  
Pierre, SD 57501-5070  
605-773-3195  
[www.state.sd.us/dhs/drs/](http://www.state.sd.us/dhs/drs/)

**TENNESSEE**  
Easter Seals Tennessee  
2001 Woodmont Blvd.  
Nashville, TN 37215  
615-292-6640 / 800-264-0078  
[http://tn.easterseals.com/site/PageServer?pagename=TNDR\\_SuppEmploy](http://tn.easterseals.com/site/PageServer?pagename=TNDR_SuppEmploy)  
Vocational Rehabilitation  
Center for Independent Living  
480 Craighead Ave., Ste. 200  
Nashville, TN 37204  
[www.state.tn.us/humanserv/VRServices.html](http://www.state.tn.us/humanserv/VRServices.html)  
Mid-TN Supported Living, Inc.  
[www.learningcommunitysouth.com/MIDT N.html](http://www.learningcommunitysouth.com/MIDT N.html)

**TEXAS**  
Department of State Health Services  
512-458-7111 Ext. 3747  
[www.dshs.state.tx.us/mhprograms/supportedemployment.shtm](http://www.dshs.state.tx.us/mhprograms/supportedemployment.shtm)  
Disability Assistance of Central Texas, Inc.  
9027 Northgate Blvd., Ste. 101  
Austin, TX 78758  
512-834-1827  
[www.dact.org](http://www.dact.org)

Supported Employment, Supported Housing & Assertive Community Treatment  
361-777-3991  
[www.cpsc.hhscn.org/11.htm](http://www.cpsc.hhscn.org/11.htm)

**UTAH**  
CHOICE Supported Employment Services, Inc.  
PO Box 12412  
Ogden, UT 84442  
801-726-3565 / 801-737-1744  
[www.dspd.utah.gov/choice\\_supported\\_employment.htm](http://www.dspd.utah.gov/choice_supported_employment.htm)

TURN Community Services  
Salt Lake City to Ogden Locations  
850 South Main  
Salt Lake City, UT 84101  
801-359-8876  
[www.turn.nu/jobs/](http://www.turn.nu/jobs/)

Department of Human Services  
Services for People with Disabilities  
Administration Office  
120 North 200 West, #411  
Salt Lake City, UT 84103  
801-538-4200  
[www.hsdspd.state.ut.us/index.htm](http://www.hsdspd.state.ut.us/index.htm)

**VERMONT**  
State of Vermont Division of Vocational Rehabilitation Supported Employment  
Division of Vocational Rehabilitation  
Osgood 2, 103 South Main St.  
Waterbury, VT 05671-2303  
802-241-2195  
[www.dad.state.vt.us/dvr/sup-empl/supported\\_employ.htm](http://www.dad.state.vt.us/dvr/sup-empl/supported_employ.htm)  
VocRehab Vermont  
866-VRWORKS (866-879-6757)  
[www.vocrehabvermont.org/html/supportedemployment.cfm](http://www.vocrehabvermont.org/html/supportedemployment.cfm)

**VIRGINIA**  
Virginia Commonwealth University  
Rehabilitation Research and Training  
Center on Supported Employment  
1314 West Main St.  
PO Box 842011  
Richmond, VA 23284-2011  
804-828-1851  
[www.dol.gov/odep/archives/fact/supportd.htm](http://www.dol.gov/odep/archives/fact/supportd.htm)

VCU/RRTC on Supported Employment,  
1314 West Main St.  
PO Box 94201  
Richmond, VA 23284-2011  
804-828-1851  
Association for People in Supported Employment (APSE),  
1627 Monument Ave.  
Richmond, VA 23220  
804-278-9187

Department of Mental Health/ Mental Retardation/Substance Abuse Services  
906 Trailview Blvd., Ste. A  
Leesburg, VA 20175  
703-777-0377  
[www.co.loudoun.va.us/mhmr/mr.htm](http://www.co.loudoun.va.us/mhmr/mr.htm)

*Employment***WASHINGTON**

Washington Initiative for Supported  
Employment

100 South King St., Ste. 260  
Seattle WA, 98104  
206-343-0881  
www.theinitiative.ws/

UCP of Oregon and SW Washington  
ATTN: Employment Consultants  
7830 SE Foster Rd.  
Portland, OR 97206  
503-777-4166 / 800-473-4581  
www.ucp.org/ucp\_localsub.cfm/129/10524  
  
Easter Seals Washington  
http://wa.easterseals.com/site/PageServer?  
pagename=WADR\_Comm\_Access

**WEST VIRGINIA**

Rehabilitation Services  
800-642-8207  
www.wvdrs.org/WVDRS\_SERVICES/WV  
DRS\_Field\_Programs\_and\_Services/WVDR  
S\_Field\_Programs\_and\_Services%20\_  
SERVICES\_Supported\_employment.cfm

West Virginia Association for Persons in  
Supported Employment (WVAPSE)  
304-755-1660  
www.apse.org/chapters/wv.html

**WYOMING**

Wyoming INstitute for Disabilities (WIND)  
Department 4298  
1000 E. University Ave.  
Laramie, WY 82071  
888-989-9463 / 307-766-2761

Developmental Disabilities  
6101 Yellowstone Rd., Rm. 186E  
Cheyenne, WY 82002  
307-777-7115  
http://wdh.state.wy.us/DDD/index.asp

The Arc of Wyoming  
PO Box 2161  
Casper, WY 82601  
307-237-9110

**Other Employment Options**

If your adolescent or young adult is not yet prepared for competitive employment, you still have options. You can find organizations that can work with your child to develop skills (listed above) or you may decide that a “workshop” environment is best. Some organizations provide information on both of these options.

**ALASKA**

Mat-Su Activity & Respite Center  
230 E. Paulson Ave. #68  
Wasilla, AK 99654  
907-357-8699  
www.matsu-respite.com

**CALIFORNIA**

www.goodwill.org

**ILLINOIS**

Beverly Farm Developmental Training  
Center (18 and over)  
6301 Humbert Rd.  
Godfrey, IL 62035  
618-466-0367 Ext. 681  
www.beverlyfarm.org

**MISSOURI**

Missouri Association of Sheltered  
Workshop Managers  
www.moworkshops.org  
  
Missouri Department of Elementary and  
Secondary Education  
http://dese.mo.gov/divspeced/sheltered-  
workshops/

Blue Valley Industries  
1608 Prospect Ave.  
Kansas City, MO 64127  
816-483-1620  
www.bvinds.org

**MONTANA**

Montana Sheltered Workshops Services  
and Products  
http://gsd.mt.gov/docs/SHELTERED\_WOR  
KSHOPS.pdf

**NORTH CAROLINA**

North Carolina Health Information  
www.nchealthinfo.org/locations.cfm

**National Employment Resources**

National Council on Disability  
1331 F St., NW, Ste. 850  
Washington, DC 20004  
202-272-2004 Voice  
202-272-2074 TTY  
www.ncd.gov

U.S. Department of Labor-Office of  
Disability Employment Policy  
Frances Perkins Building  
200 Constitution Ave., NW  
Washington, DC 20210  
866-633-7365 / 877-889-5627  
www.dol.gov/odep