



Be A Customized Employment Champion

This guide outlines how you can be a Customized Employment **CHAMPION!** You'll learn how to educate about the unique person-centered approach of customized employment and motivate others to envision new possibilities for individuals with disabilities in the workforce.

Educate

As a champion, you can be a resource for families, educators, providers, state systems, and/or teams seeking guidance on Customized Employment.

Share What Customized Employment Is

1

A **person-centered approach** that starts with the individual's strengths, interests, and conditions for success, designed for those facing employment barriers.

This Is NOT Traditional Job Placement

2

We're **creating opportunities**, not filling openings. We engage employers differently to build roles around the person's unique abilities.

Discovery Is Holistic

3

Through **home visits, community activities, interviews, and situational assessments**, we gain comprehensive understanding of the individual's capabilities.



Motivate

1

Shift Mindsets

Help teams move from "Can they work?" to "How can we support them to work?" Encourage thinking about non-traditional roles.

2

Share Success Stories

Real examples build hope and provide concrete examples of successful customized employment outcomes.

3

Be the Champion

Be the voice of possibility for clients who have heard "you're not ready" or "you can't" before.

4

Promote High Expectations

Employment First means believing everyone can work with the right support and approach.

Key Actions

Set the Expectation of Work Early

Help families and DDD Support Coordinators understand that employment is a life expectation, not just an option.

Address Benefit Concerns

Connect families with benefits counseling resources to understand how employment affects benefits.

Celebrate Small Wins

Acknowledge progress like successful community observations or completed job shadows to build momentum.

Connect Discovery to Opportunities

Use your knowledge of local community resources to suggest connections that match interests and strengths.