Employment Alternatives

If a client receives employment services for at least nine months, they may choose community inclusion services.

Community Inclusion connects individuals with disabilities to people in the local community. This allows them to build relationships with others who share similar interests. The support services are individually tailored and may help individuals join associations, participate in organizations and become club members. For more information visit www.dshs.wa.gov/dda/county-best-practices.

DDA case resource managers can assist with requests for exceptions to the nine-month rule.

Region 1 North
Spokane
1-800-462-0624

Region 1 South
Yakima
1-800-822-7840

Region 2 North
Everett
1-800-788-2053

Region 2 South
Seattle
1-800-314-3296

Region 3 North
Tacoma
1-800-248-0949

Region 3 South
Tumwater
1-800-339-8227

Washington State Department of Social & Health Services

Transforming lives

DSHS 22-1463 (Rev. 9/19)

Employment Support Services

for Adults with Developmental Disabilities

Washington State Department of Social & Health Services

Transforming lives

Developmental Disabilities Administration

Department of Social and Health Services' (DSHS) Developmental Disabilities Administration (DDA)

offers employment supports to eligible adults. Eligibility is determined by an individual's DDA assessment. DDA clients can find out what qualified employment agencies are available and what services are offered through their case resource manager. A good fit is important to success. Clients are encouraged to interview available agencies and choose one that provides the supports needed.

Pathway to Employment

Under Washington state policy, individuals of working age 21 through 61, are recognized as valued members of the community who deserve to be gainfully employed with opportunities for advancement. A pathway to employment is a client's unique road to finding a job. It begins with a plan that considers career goals, needs, and the best way to attain the supports needed.

A **PATHWAY to EMPLOYMENT** may include:

INTAKE
Initial meeting to gather and share basic information.

DISCOVERY
A person-centered approach to learning a client's likes and dislikes, job preference, goals and skills.

JOB PREPARATION
Work-readiness activities like trial work experience, short-term volunteer support and transportation training.

MARKETING
Identifying and negotiating jobs, building relationships with employers and employment development.

JOB COACHING
Supports needed to perform and excel in the work place.

JOB RETENTION
Support to retain a job, maintain positive relationship with employer, identify opportunities, negotiate pay raises, promotions and/or increased benefits.

Types of Employment Support Services

Individual supported employment
helps job seekers obtain and keep employment at or above minimum wage. Support for employment opportunities and career development is based on individual needs, interests and abilities.

Group supported employment
provides ongoing supervision and shared support for two to eight individuals with disabilities in a community setting. Supports are intended to lead to individual jobs. Examples include janitorial, landscaping or other crews.

For more information on local employment providers check out the Provider Search Website at:
www.statedata.info/washington/search

The site has information about:

- What providers have the best outcomes
- What to ask when selecting a provider
- What makes a quality provider

Determining Hours of Support

The number of support hours provided is determined by an individual's support level and wage history.

Support Levels fall under the following three categories:

1. Low acuity refers to someone independent in the community; requires little job support communicates well with others; and can maintain personal health and safety most of the time without supervision.
2. Medium acuity refers to someone who is independent in the community some of the time; requires moderate employment support; is able to maintain health and safety in the community for short periods of time; and may need some supervision, training or partial physical assistance with community activities.
3. High acuity refers to someone who requires support in the community at all times to maintain health and safety; requires significant job supports; and requires frequent supervision, training or full physical assistance with community activities most or all of the time.

Wage history is determined by the money an individual earned over the past year. Wage history is divided into three categories:

1. Continuous employment: A client earns money at a job for nine months of the past year.
2. Recent/ intermittent employment: A client earns money at a job for at least one month out of the past year.
3. Unemployed: An individual does not work or earn money for the past year.

The longer an individual works, earns money and learns their job, the less employment support needed.

For more information, visit:

www.dshs.wa.gov/dda