SUPPORTED EMPLOYMENT:
HISTORY, POLICY AND LEGISLATION

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WHAT IS SUPPORTED EMPLOYMENT?

- Competitive employment in integrated settings with ongoing supports
- Collaboratively funded service
- Opens the door to employment for people with high support needs
- Individualized package of services
- Place and train model
In the intellectual/developmental disabilities field...

- **TRAIN**

  Then

- **PLACE**
SUPPORTED EMPLOYMENT MODEL...

- PLACE
- Then
- TRAIN
SOMETIMES IT SEEMS LIKE...

“PLACE”

then

“PRAY”
For a better start in life
start COLA earlier!

How soon is too soon?
Not soon enough. Laboratory tests over the last few years have proven that babies who start drinking soda during that early formative period have a much higher chance of gaining acceptance and "fitting in" during those awkward pre-teens and teen years. So, do yourself a favor. Do your child a favor. Start them on a strict regimen of sodas and other sugary carbonated beverages right now, for a lifetime of guaranteed happiness.

The Soda Pop Board of America
1515 W. Hart Ave. - Chicago, ILL.
HISTORICAL NOTES

- 1918: Vocational Rehabilitation (VR) started by an Act of Congress for WWI veterans
- 1920: VR extended to civilians with physical disabilities
- 1943: VR extended to persons with intellectual disabilities mental illness
- 1964: Civil Rights Act of 1964, the President’s Committee on MR (PCMR)
1970’s: Advocates push “deinstitutionalization” and free appropriate public education in the Least Restrictive Environment

1973: Rehab Act called for Affirmative Action in hiring and prohibited discrimination against persons with disabilities
HISTORICAL NOTES (CONTINUED)

- Early 1980’s: Successful employment demonstrations – universities around the US
- 1986: Rehab Act (PL 99-506) additional funds for SE via Title VI part C for all states
HISTORICAL NOTES

- Expanded SE to individuals with disabilities other than mental retardation: brain injury, physical, autism, mental illness
- 1990: ADA enacted
- 1992 Rehab Act amendments: supports and services must be available to achieve employment
KEY ADVOCATES OF SE...

- Paul Wehman
- Wolf Wolfensberger
- Lou Brown
- Marc Gold
'A lack of learning in any particular situation should first be interpreted as an inappropriate or insufficient use of teaching strategy, rather than an inability on the part of the learner'.

(Gold, 1980, p. 3).
WE LEARNED THAT...

- The ability to become successfully employed in a competitive job was not related to an individual’s place in the continuum.
- Individuals would always need individualized support.

- Intensive support at first ...then faded” for the individual job tenure.
IMPORTANT SE PRINCIPLES

ALL individuals are capable of working in competitive, community based integrated employment if they are provided

1. “instruction/training-systematic
2. The necessary on-going follow along supports
Disability is a natural part of the human experience and in no way diminishes the right of individuals to -

- Live independently
- Enjoy self-satisfaction
- Make choices
- Contribute to society
- Pursue meaningful careers, and
- Enjoy full inclusion and integration in the economic, political, social, cultural and educational mainstream of American society....
The term "supported employment services" means ongoing support services and other appropriate services needed to support and maintain an individual with a most significant disability in supported employment, that--

(A) are provided singly or in combination and are organized and made available in such a way as to assist an eligible individual to achieve competitive employment;

(B) are based on a determination of the needs of an eligible individual, as specified in an individualized plan for employment; and

(C) are provided by the designated State unit for a period of time not to extend beyond 18 months, unless under special circumstances the eligible individual and the rehabilitation counselor or coordinator involved jointly agree to extend the time in order to achieve the employment outcome identified in the individualized plan for employment.