



The information on Customized Employment was adapted from information provided by the Department of Labor, Office of Disability Employment Policy web page.

<http://www.dol.gov/odep/categories/workforce/CustomizedEmployment/what/>

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## Customized Employment

*Everyone Can Work !*

**Employed**

**Connected**

**Proud**



## What is Customized Employment?

**Customized employment** is a flexible process that is used to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both.

~ One person at a time . .  
. one employer at a time.

**Customized employment** is based on an individualized match between the strengths, conditions, and interests of a job candidate and the needs of an employer. Customized Employment is an individualized approach to employment planning and job development



## What does Customized Employment Look Like?



**Task reassignment:** Some parts of an existing employee's job is given to an individual who has the skills and strengths that match those tasks which frees up the existing employee to focus on the other tasks of their job. More work gets done and the employer wins!

**Job carving:** An existing job description is modified — containing one or more, but not all, of the tasks from the original job description.

**Job sharing:** Two or more people share the tasks and responsibilities of a job based on each other's strengths.

**Self Employment** allows for an individual to receive assistance in the creation of an independently owned small business) based on their strengths and dreams and the unmet needs of a local market. Individualized planning and support is provided to ensure success.

## Who can Help Me get Customized Employment?

**A Service Coordinator of Personal Assistant** can assist you in getting the process started to obtain Customized Employment. Just tell them that you want to work!

Others that might help include a Job Developer and Job Coach.

**Job Developer:** A job developer may assist you in identifying your skills and strengths and potential matching employers. They may talk to an employer for you and help to find tasks that match your skills to develop a job that is a good fit.

**Job Coach:** A job coach is someone who helps you while on the job. They may be the same person as your job developer or may be someone different.

