

# Supports Planning

## BRINGING EMPLOYMENT FIRST TO SCALE

ISSUE THREE  
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### What does supports planning mean?

Supports planning means addressing support needs that emerge while getting to know a job seeker.

### Why is supports planning important?

Anticipating support needs in advance helps ensure a smooth job entry and increases the chances for job retention and career advancement.

### What does supports planning look like?

Supports planning might include identifying transportation options, benefits planning, establishing communication and technology supports, or assisting a job seeker with improving skills.

### How can I address transportation challenges?

Start from day one and prioritize transportation solutions that promote independence. Look for jobs close to their home or on public transportation routes. Find out if on-demand transportation is available, including sharing rides with co-workers or family members.

### How do I address benefits planning?

Ask a benefits planner to review what can happen to disability benefits (e.g. SSI, SSDI, Medicaid, or Medicare) of a person who starts to work and what work incentives can help with managing income. Find your state expert at [www.ssa.gov/work/WIPA.html](http://www.ssa.gov/work/WIPA.html)

### What about improving a job seeker's skills?

Set up businesses tours, informational interviews, mock job interviews, or job trials without a goal of hiring. These experiences will help the job seeker build self-confidence, develop skills, and learn about workplaces.

### What else can I do?

A sample of employment consultants reported investing on average 52 minutes/day in supports planning (see chart). Is that enough? How much time do you invest in supports planning? Discuss the chart with your team.

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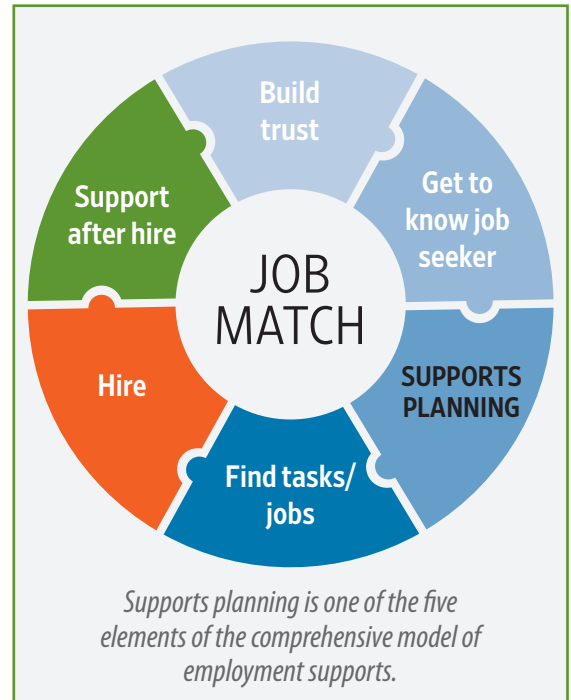
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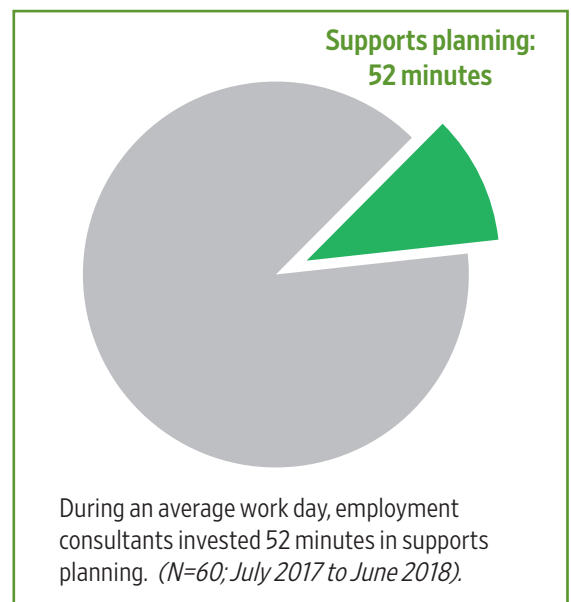


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**...we look for businesses that are, first, close to their house and on [a] transportation line...**



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