

Supports Planning

BRINGING EMPLOYMENT FIRST TO SCALE

ISSUE THREE
MARCH 2020

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?

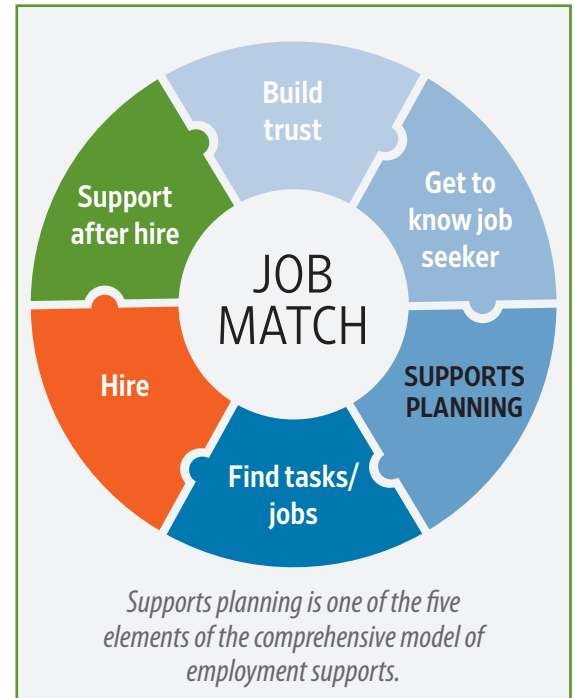
Ask a benefits planner to review what can happen to disability benefits (e.g. SSI, SSDI, Medicaid, or Medicare) of a person who starts to work and what work incentives can help with managing income. Find your state expert at www.ssa.gov/work/WIPA.html

What about improving a job seeker's skills?

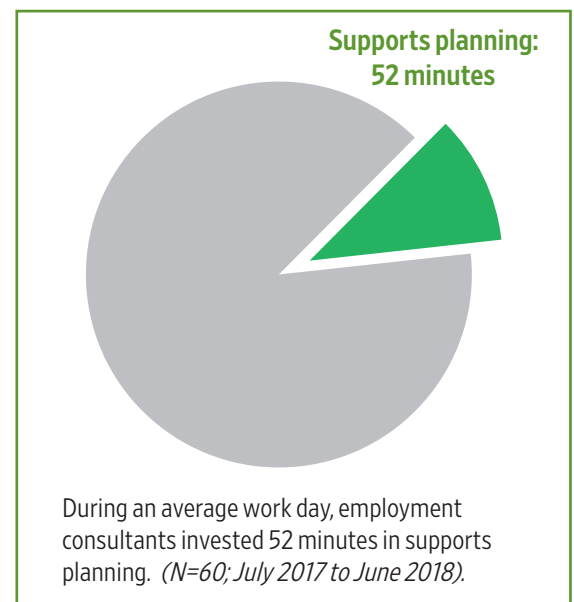
Set up businesses tours, informational interviews, mock job interviews, or job trials without a goal of hiring. These experiences will help the job seeker build self-confidence, develop skills, and learn about workplaces.

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.



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



This product was developed by ThinkWork at the Institute for Community Inclusion, UMass Boston in partnership with the Institute on Community Integration at the University of Minnesota, with funding from the National Institute on Disability, Independent Living, and Rehabilitation Research, grant # 90RT5028 and #90RT5019. This content does not necessarily represent the funder's policy.

SUGGESTED CITATION

ThinkWork (2020). Supports planning. Bringing employment first to scale Issue 3. Boston, MA: University of Massachusetts Boston, Institute for Community Inclusion.



rtc on community living

INSTITUTE on COMMUNITY INTEGRATION | UNIVERSITY OF MINNESOTA

www.thinkwork.org/rrtc/eec