

# Fostering Independence:

## Finding employment that fits



Adults with disabilities offer a lot to workplaces across Pennsylvania. Often the challenge is matching the worker to the right employer. The good news is graduates have many options to build the skills they need to find a job.

### Unemployment

- An individual who stays at home may require supervision.
- He/she may regress in independent living skills, employment skills, and behaviors.
- Depression, lack of motivation and social engagement, and excessive television and technology use are concerns.

### Full-time Work

- The individual is independent, aware of his/her work schedule, and responsible for attendance.
- Transportation is provided by the individual, family, or support network.
- Full-time employment may impact other services or supports available for adults with disabilities.

### Job carving

Some employers will carve out a job for an individual with disabilities and reassign other components of the job to another employee.

### Part-time Work with Coaching Support

- OVR funds limited-time support to help individuals find employment.
- Parents can pay a private provider for coaching support.
- Transportation is provided by the individual, family, or support network.

### Sheltered Workshop Employment

- Individuals with disabilities are employed separately from others and paid based on work performed regardless of work time.
- Individuals apply through the county.
- Transportation is provided by the individual, family, or support network.
- County services and the employer decide whether the position is part time or full time.
- Sheltered workshop employment is governed by federal laws.

### Office of Vocational Rehabilitation (OVR)

- OVR interviews individuals, reviews school records, and makes an assessment, if needed.
- Eligible individuals receive limited support services to find employment.