

Top Reasons to Hire People with disabilities*

- Hiring employees with disabilities can ease concerns about labor supply.
- People with disabilities have equal or higher job performance ratings, higher retention rates and lower absenteeism.
- Employees with disabilities can relate better to customers with disabilities, who represent \$1 trillion in annual aggregate consumer spending.
- Hiring a person with a disability is motivating for the entire work team.
- People with disabilities are motivated by the desire to give something back, opportunities for personal growth, job flexibility, and social inclusion.

It's ability, not disability, that counts!

*Adapted from the
National Organization on Disability

HOW TO BECOME INVOLVED IN SUPPORTED EMPLOYMENT

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- **Become an APSE Member**
visit www.apse.org.
- **Contact your local Division of Vocational Rehabilitation Services (DVR) office.**
Call (866) 870-4595 for the rehabilitation office serving your neighborhood. You can also visit www.cdhs.state.co.us/dvr/



The logo for COAPSE, featuring the text "COAPSE" in white, bold, sans-serif font, with a stylized "C" that incorporates a black and white swirl. The logo is set against a blue rectangular background.

The Network on Employment



April working her first paid job at Lambpun.

APSE's Mission:

The Network on Employment is a membership organization formed in 1998 to improve and expand integrated employment opportunities, services, and outcomes for persons experiencing disabilities.

What is Supported Employment?

Supported Employment is defined as paid work, in integrated settings, with supports necessary to maintain employment.

Supported Employee Benefits

- Earn at least minimum wage
- Employment according to abilities, interests, and previous experience
- Provides long-term support to individuals with significant disabilities to obtain and maintain jobs in integrated community work settings
- Promotes career development and workplace diversity



Target Employee
Over 12 years

Dean Matsunaka: Why do you like supported employment? “I can buy stuff that I wouldn’t be able to buy. Supported employment supports people who want to work in the community over going to a sheltered workshop.”

Employer Benefits

- **Qualified Employees:** Supported Employment matches individuals with disabilities with jobs that suit their talents and interests.
- **Working Interviews:** Imagine being able to observe an employee performing your job tasks before you have agreed to hire! When approved by Vocational Rehabilitation, supported employment covers workers compensation during the time of the work trial. Work trials usually last two hours, but this time frame is flexible based on your need. This experience also allows the supported employee to understand the job and the work culture. Hiring only happens when both the supported employee and the employer decide that there is a good job match!
- **Support to create inexpensive job accommodations.**
- **Follow up support:** Supported Employment Agencies provide follow up support and ongoing resources to employers.

Quote Nick: Supervisor CSU Department of Athletics

“Having Eliot working with us has been a privilege. Eliot became an immediate part of our staff and was depended on as much as any other employee we have. Eliot has allowed our college student workers to understand the importance of a job well done, by seeing the pride that Eliot has in every job he performs.”

COAPSE’s Vision of Integrated Work

Integrated work settings are defined as:

- Settings where most workers do not have disabilities
- Individuals with disabilities are not part of a work group consisting exclusively of others who have disabilities
- Individuals with disabilities must have regular contact with non-disabled individuals, other than personnel who provide support services
- One person, one job arrangement
- Within typical businesses
- Wages paid by the employer at a prevailing wage
- Regular meaningful interaction with non-disabled persons
- The option of a full-time work schedule
- Employer paid benefits (if offered to other employees)
- Self-employment if chosen by the person

The process obtaining community employment must incorporate:

- Job choice directed by the person
- Experience and information to facilitate choice-making
- Evidence of some form of person-centered planning
- Consideration to the continuation of eligibility for federal benefits