

# APSE NATIONAL CONFERENCE 2015

VIRGINIA COMMONWEALTH UNIVERSITY

REHABILITATION RESEARCH TRAINING  
CENTER ON EMPLOYMENT OF PEOPLE  
WITH PHYSICAL DISABILITIES

#NationalAPSE2015

# VIRGINIA COMMONWEALTH UNIVERSITY REHABILITATION RESEARCH AND TRAINING CENTER



Established in 1983, the Virginia Commonwealth University RRTC provides resources for professionals, individuals with disabilities, and their representatives. Our team of nationally and internationally renowned researchers is committed to developing and advancing evidence-based practices to increase the hiring and retention for individuals with disabilities.

# VIRGINIA COMMONWEALTH UNIVERSITY REHABILITATION RESEARCH AND TRAINING CENTER ON EMPLOYMENT OF PEOPLE WITH PHYSICAL DISABILITIES.

The purpose of the VCU-RRTC is to conduct advanced research, training, technical assistance, and dissemination activities specifically to improve the employment outcomes of individuals with physical disabilities.





# VCU RRTC ON EMPLOYMENT OF PEOPLE WITH PHYSICAL DISABILITIES

The RRTC grant was awarded for 4.4 million dollars over 5 years by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDRR, grant #H133B130011), US Department of Education.



# VCU RRTC ON EMPLOYMENT OF PEOPLE WITH PHYSICAL DISABILITIES

The RRTC is examining several clinical interventions and their effect on employment outcomes. Researchers are studying:

Technology

Individual and environmental factors

The effects of government practices policies and programs

Interventions for both transition-aged youth and adults with physical disabilities



VCU

VIRGINIA COMMONWEALTH UNIVERSITY

Make it real.

# VCU-RRTC

Rehabilitation Research and Training Center  
on Employment of People with Physical Disabilities

Information, resources and research about work and disability issues

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### Research Study 3

Customized Employment as an Evidence-based Practice to Improve the Employment Outcomes of Transition-age Youth with Physical Disabilities

Welcome to the Virginia Commonwealth University Rehabilitation Research and Training Center on Employment of People with Physical Disabilities. The purpose of the VCU-RRTC is to conduct advanced research, training, technical assistance, and dissemination activities specifically to improve the employment outcomes of individuals with physical disabilities.

[More](#)





# RESEARCH STUDY THREE

Customized Employment as an Evidence-based Practice to Improve the Employment Outcomes of Transition-age Youth with Physical Disabilities

Year One Focus groups were conducted to develop CE Indicators:

National experts on CE

Rehabilitation professionals who have customized jobs for individuals with disabilities

Employers who have hired individuals in customized jobs

Individuals with disabilities who are employed in customized jobs of their choice.

# CUSTOMIZED EMPLOYMENT STUDY THREE

The overall goal of this research study is to determine if customized employment is an effective intervention to assist transition-age youth with physical disabilities in becoming employed.

Collaboration between VCU RRTC and Children's Hospital of Richmond at VCU





# CUSTOMIZED EMPLOYMENT STUDY REFERRALS



Over a 4 year period, 80 youth with physical disabilities will be recruited for participation in the study with the goal of assisting at least 40 in obtaining and maintaining customized jobs of their choice.

Children's Hospital provides an overview of the study to transition-age youth with physical disabilities and their families during clinic visits. Interested participants sign release forms to provide contact information to the RRTC.



# CUSTOMIZED EMPLOYMENT STUDY ELIGIBILITY

Have a diagnosis of a physical disability that substantially limits one or more of the major life activities including economic self-sufficiency

Is at least 17 years of age and entering the final two years of school

Expresses a desire to work competitively

Agrees to work for at least 10 hours per week

Has parent support for program participation

Agrees to on-going data collection

# CUSTOMIZED EMPLOYMENT STUDY

Each transition-age youth who participates in the intervention will receive services to assist with identifying and obtaining employment

The intervention will include:

Discovery

Customized job development and employment proposal

Individualized job site supports

Personal representative/employment specialist

Assistive technology





# INDICATORS OF CUSTOMIZED EMPLOYMENT

Individuals have the opportunity to participate in Discovery

Personal employment profiles are developed for each person seeking employment.

Informational interviews are used to help understand employer's needs and begin the employment negotiation process.



# INDICATORS OF CUSTOMIZED EMPLOYMENT

Customized Employment offers the opportunity for personal representation by a job developer, as appropriate, to assist the job seeker in negotiating with employers.

Work tasks, hours, pay and supports to meet the needs of the job seeker and the business owner are negotiated to create new jobs.

Personalized job descriptions are developed for the individuals placed in employment.

# INDICATORS OF CUSTOMIZED EMPLOYMENT

The individual makes a tangible contribution to the employer's enterprise.

The individual is hired and paid directly by the employer.



# INDICATORS OF CUSTOMIZED EMPLOYMENT

Individualized accommodations and supports are available to the job seeker and the employer as necessary. Supports may include benefits counseling, personal assistance, job coaching and adaptive equipment.

Personal budgets, individual training accounts, and other forms of individualized funding that provide choice and control to the person and promote self-determination are used.

**tell me and  
i'll forget.  
show me  
and i may  
remember.  
involve me  
and i learn.**

**- Benjamin Franklin**





## Brad Working at the Ovation 10 Theater



VCU RRTC

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Published on Jun 18, 2015

Brad is a young man with cerebral palsy who has an affinity for movies and people. The Employment Specialist took his interests and abilities into consideration and customized a ticket taking position at Ovation 10. This position allows him to interact with the community as well as see as many movies as he wants. The hours have been customized to fit his needs and the existing job description was changed to exclude some

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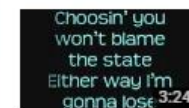
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# QUESTIONS?



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