

## Barriers and Assets Identification:

- A complete picture of the individual's barriers to employment as well as the assets he or she brings to an employer
- A better understand of what needs to be addressed to be successful in employment
- Assessment of long-term care needs relative to employment
- A thorough picture of resources available in the community
- A better understanding of the issues and the resources available to address those issues
- The individual will be a more informed consumer. The VFPS process will provide valuable information for service plans, e.g., Individualized Plan for Employment, the Person Centered Plan, etc.

## Benefits Summary & Analysis:

- The participant will have a clear understanding of the impact that work will have on benefits and that knowledge will result in a sense of comfort about his/her financial picture
- The participant will be able to move forward with the employment plan confident, about the impact on benefits, and with a better understanding of the work incentives available
- The participant will understand the potential for increasing financial independence

## Resource Team:

- Encourages coordination of different parts of the service system and reduces fragmentation
- Provides efficiency in employment planning and keeps the process moving
- Creates accountability among professionals/team members whose actions are critical in the success of the participant
- Encourages the participant to develop self-advocacy skills
- Ensures that the process is person-centered

## Assistive Technology:

- Identifies the tools and technology that will allow the participant to pursue a variety of careers
- Allows for education of all team members and potential employers on the adaptive technology available
- Eliminates the potential for job failure based on the lack of accommodations

## Career Exploration and Goal Validation:

- The participant will have a clearly articulated vocational/employment goal
- There will be a feasible, efficient plan to achieve the participant's objective
- The participant will have an accurate understanding of the current market for a particular goal
- Barriers to employment will be addressed prior to job preparation/training or education
- A plan for managing ongoing barriers to employment is developed at an early stage

## Job Seeking Preparation and Support:

- The participant is prepared to seek employment
- A job seeking plan is fully developed and job seeking tools are identified
- The participant will have learned how to develop a resume and cover letter, will learn interviewing skills, and will develop other knowledge and skills necessary to independently carry out a job search in the future
- The result will be a good job match, a job well suited to the person's interests and abilities

## Follow-along:

- The participant will have natural supports on the job to the extent possible
- Long-term support will be cost-effective and only what is needed based on disability
- Ongoing benefits management will help the individual remain employed even if changes in benefits
- The participant will know how to access additional help from the employer, DVR, the VFPS agency, etc.