

# Vocational Futures Planning & Support (VFPS) Process

VFPS was developed to provide support to people with physical disabilities who want to become employed or maintain their current employment. The common terms to describe the process are: comprehensive, team-based, person-directed. It is also a flexible process, one that can be molded and shaped to meet the individual needs and desires of each participant.

## Driving Force

The process is led and directed by the participant. Each person takes an active role in the process, with the support of an Employment Specialist.

## Mapping & Navigation

Barriers & Assets Identification is a crucial step where the Employment Specialist and Benefit Specialist learn about the barriers and assets to employment as perceived and explained by the participant.

A Resource Team is developed and composed of people who can provide direction and assistance in managing, reducing, or eliminating the barriers to employment that have been identified. The Resource Team continues to meet regularly throughout the VFPS process.

## Flexible Journey

VFPS offers a variety of strategies that help the participant's in the career search. The strategies that are used will depend on the barriers and assets identified by the participant.

## Destination

The objective of the VFPS is to build a career not just find a job. Once a career is established, ongoing support can be individualized to ensure success.

Participant

Barriers  
& Assets  
Identification

Resource  
Team

VFPS  
Strategies

Benefits Analysis  
Assistive Technology  
Career Exploration  
& Goal Validation  
Job Seeking Preparation  
Guided Job Search

Career &  
Ongoing  
Support