**I am a Service Provider for a Job Seeker who has a Disability**

**What Can I Do?**

# **Actions I Can Take**

* Use a person-centered approach while serving the job seeker during job development. A “one size fits all” approach is not effective.
* Communicate with the job seeker to best accommodate their needs in the job search.
* Provide a discovery process to learn the job seeker’s preferences when it comes to employment.
* Do not make assumptions or stereotype the job seeker based on their disability. A disability does not define a person.
* Focus on the person’s abilities, what a person can do rather than what they cannot.
* During the job search, provide career exploration so the job seeker understands the different employment options available to them.
* Respect a person’s independence; allow them to do what they are able to do. This includes making decisions when it comes to employment.

# **Resources I Can Contact**

APSE (Association of People Supporting Employment First)

* A great resource supporting the practice of competitive, integrated employment for people with disabilities.
* [www.apse.org](http://www.apse.org/)

Arizona’s Vocational Rehabilitation (VR)

* A state agency that provides resources to get Arizonans in the work force.
* <https://des.az.gov/vr>

Become a Certified Employment Support Professional (CESP)

* [www.apse.com/cesp-central](http://www.apse.com/cesp-central)

## **Created by:**

Arizona Employment First

Visit <https://www.azemploymentfirst.org/> for more information