



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

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



Visit AZEmploymentFirst.org for more information