



## Employment

Many adults with disabilities enjoy and find employment to be beneficial to their lives. Employment can offer someone structure and routine, more opportunities to socialize, and the feeling of purpose and value. Businesses also benefit from adding individuals with disabilities to their workforce.

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When thinking about a job or volunteer opportunity for your sibling, some questions to ask include:

- **What are your sibling's interests?**

- **What job skills do they have?**

- **What kind of support does your sibling need to perform in a work environment? Maybe this includes a quiet workspace or break area, a reward system, a task list, or transportation.**

If your sibling is a client of DDA, their case manager can help connect them with an agency that can help them find a position that meets their needs, skills, and interests. Services are generally free for DDA clients and vary by county.

More information can be found at: <https://www.dshs.wa.gov/dda/consumers-and-families/services-and-programs-non-residential>

## Some employment opportunities for individuals with disabilities include:

### Volunteer Positions

- A great way to build job skills
- Sometimes offer more flexibility than paid employment (e.g. more options for scheduling, more leniency for missed days or arriving late for those who find attendance challenging)
- A job coach can provide environmental adjustments, skill teaching, and support to help the position be successful

### Supported Employment Positions

- Paid positions integrated into the workplace
- A job coach can help with on the job coaching, supervision, and feedback, as well as adjusting things within the workplace (for example, lowering a desk or setting up a task list) that can help

### Sheltered Employment Positions (*Being phased out in Washington*)

- A workplace that provides supervised work specifically for people with disabilities
- Criticized for segregating individuals with disabilities away from the general population

## Employment Resources

### DEVELOPMENTAL DISABILITIES ADMINISTRATION

Home and community-based services for children and adults with developmental disabilities, including: Medicaid Personal Care, Employment/ Day, Supported Living, Therapies and Respite. Waiting lists may exist for some services, depending on available funding.

[dshs.wa.gov/ddd](https://dshs.wa.gov/ddd)

### DEPT OF SERVICES FOR THE BLIND (DSB)

Serves children, youth and adults who are blind or have low vision.

[dsb.wa.gov](https://dsb.wa.gov) | 800 552-7103

### DIVISION OF VOCATIONAL REHABILITATION (DVR)

DVR is a national leader in vocational rehabilitation through the empowerment of individuals with disabilities achieving greater independence through employment.

[dshs.wa.gov/ra/division-vocational-rehabilitation](https://dshs.wa.gov/ra/division-vocational-rehabilitation) | 1-800-637-5627



## Employment History

Current Employer \_\_\_\_\_

Supervisor or Contact \_\_\_\_\_

Address  
\_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Job Title  
\_\_\_\_\_

Duties/Responsibilities

Job Coach Name (if any)  
\_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

What type of support does he/she receive or need to perform their job?

What are your sibling's strengths at work?

What are some challenges for your sibling at work?

Previous Employer \_\_\_\_\_

Supervisor or Contact \_\_\_\_\_

Address  
\_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Job Title  
\_\_\_\_\_

Duties/Responsibilities

Previous Employer \_\_\_\_\_

Supervisor or Contact \_\_\_\_\_

Address  
\_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Job Title  
\_\_\_\_\_

Duties