



What is an Employment Outcome?

Any outcome where the intention is the development and maintenance of an employment situation, or to build the skills needed to obtain a paid job.

Employment outcomes are added under the Employment Life area in the Shared Plan in the Person-Centered Individual Support Plan (ISP). They reflect what is important to the person, have a target date, and in combination with the key steps include language that demonstrates movement toward employment.

Employment outcomes can be supported by any provider as long as the support activities are allowable for the service provided and support the outcome. For example, using the formula below, outcomes are developed... the asterisk* is a reminder to include a frequency when desired by the person:

[Person's name] [activity/event/important FOR]* so that/in order to [important TO achievement]

John	works at Market Hub	in order to	to go on vacation.
Sam	volunteers at the hospital	so that	he can get a job helping others.
Mia	develops organizational skills	in order to	to become an office assistant.

Next "key steps" from the Shared Plan are developed into Support Activities, which demonstrate movement toward employment. Let's look at one of the examples above, which is based on a plan effective date of September 1st.

Outcome = John works at Market Hub in order to go on vacation (Target date 8/31/22).

Steps and Services
to Get There in
Part III



- Referral to DARs (Support Coordinator)
- Secure and learn the job (Supported Employment)
- Learn more about foods (Day Support and Residential)
- Develop people skills (Residential)
- Save money (Residential)
- Plan for and go on vacation (Residential)

John goes to DARS to explore support options by September 30, 2021. (Support Coordinator)

John identifies 3 international foods a week for six weeks through August 31, 2022. (Day Support; skill bldg)

John introduces himself to 3 new people a week for 8 weeks through August 31, 2022. (Residential; skill bldg)

John applies for a position at Market Hub by October 15, 2021. (Supported Employment)

John completes weekly banking through August 31, 2021. (Residential)

John plans for summer vacation by May 15, 2022. (Residential)

John goes on vacation by August 31, 2022. (Residential)



Support Activities
developed in Part Vs