

The Power of the Employment Specialist

SKILLS THAT IMPACT EMPLOYMENT OUTCOMES

Research shows that much of the employment success of individuals with disabilities seeking employment depends on the competence and commitment of their employment specialist. Four rules for employment specialist to follow were developed to help increase positive outcomes.

Article Reference:

Cox, Maya E. & Land, Kelley A. (2019). The power of the employment specialist: Skills that impact outcomes. *Journal of Vocational Rehabilitation*, 50 (3), 273-278.

- Do No Harm: understand when and when not to intervene to facilitate independence and ensure that the supported employee is considered a valuable asset to their team.
- Don't Be Weird: be conscious about when the appropriate time, place and manner in which their supports should be provided to the supported employee and try not to stand out in the work setting.
- Provide Enough, but not too much support: augment only when necessary and only as much as needed. If the employee can learn or do a job without additional assistance or support, allow them to do so.

