

Supported Employment

What is Supported Employment?

- A way of assisting individuals with significant disabilities in obtaining competitive, integrated employment by providing support to assist an individual in becoming successful in the workplace.
- Under Title VI of the Rehabilitation Act, individuals may qualify for supported employment based on the significance of their disabilities.
- Individuals receiving supported employment services typically have a job coach from a provider.

How Does Supported Employment Assist an Employee?

According to North Dakota's 1915(i) policy on Supported Employment, services may include, but are not limited to:

- Vocational or job-related discovery and assessment
- Employment planning, job placement, and development
- Negotiation with employers
- Training, job coaching, and benefits planning support
- Education and training on disability disclosure and reasonable accommodations
- Assistance in securing reasonable accommodations and job skill training

What to expect from Supported Employment?

- Before an individual begins employment, the supported employment provider will create a plan for job stabilization.
- The individual may have a team that will assist with and help address work-related concerns as they arise.
- Services that the team may provide include but are not limited to assisting the individual with understanding employer policies, scheduling, and addressing work-related barriers like accessibility and reasonable accommodations.



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What are Virtual Supports?

- Virtual supports are the use of technology by licensed provider agencies or authorized vendors to deliver community-based services to an individual.
- Virtual supports are interactive and use audio and video.
- Virtual supports were included in the Developmental Disabilities Home and Community Based Services Waiver effective on November 1, 2023.
- Virtual supports can be used to assist individuals in learning skills and can be used in supported employment by providing remote job coaching.

What are the requirements of Virtual Supports?

- Virtual supports must ensure the individual's rights to privacy, dignity, and respect.
- Virtual supports cannot isolate individuals from the community or from interacting with individuals that don't have disabilities. They must be used to support community integration.
- An individual and the team must agree to using virtual supports.

Individuals are not required to use virtual supports and may request in-person services. Virtual supports should be supplemental, but not a replacement for in-person services.

Virtual supports are intended to support pre-planned activities in a person-centered plan. They are not intended to be used as a convenience for the provider.

Additional Resources

- [ND Health and Human Services Vocational Rehabilitation](#)
- [US Department of Health and Human Services Supported Employment Kit](#)
- [North Dakota's 1915\(i\) Policy on Supported Employment](#)
- [ND Health and Human Services Virtual Supports](#)

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