

# 6 FAST FACTS

## Customized Employment

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Customized Employment (CE) is a compelling job development technique for improving competitive integrated employment outcomes for individuals with extensive support needs.

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CE uses flexible strategies such as customizing job descriptions, modifying job duties and schedules, and providing the employee with on the job supports.

3

The four components of CE are discovery, job search planning, job development and negotiation, and post-employment support.

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There is evidence to suggest that CE not only improves competitive integrated employment outcomes, but also increases employee independence in the areas of home living, employment, and protection and advocacy.

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Strategies for helping families to view CE as a viable option for their children include providing information about the components and effectiveness of CE, and referring families to local CE providers.

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Providing students with a variety of work-based learning experiences prior to graduation may enhance the success of CE.

*This fact sheet was developed by the Illinois Center for Transition and Work at the University of Illinois Urbana-Champaign through a contract with the Illinois State Board of Education. Information presented may not reflect the position or policy of the Illinois State Board of Education.*

