

## Employment Programs Offered at CDC:

- Vocational Rehabilitation:
  - o Vocational Rehabilitation is a state agency that assists people with disabilities find competitive, integrated employment in their community. This is accomplished through numerous programs offered by Vocational Rehabilitation offices.
  - o Applying for services: <https://www.tn.gov/humanservices/ds/vocational-rehabilitation/vr-applying-for-services.html>
    - Job Readiness
      - Assists the client in writing a resume, completing job applications, making sure they are ready for the workplace by preparing the client for appropriate workplace behaviors and interpersonal skills.
    - Job Placement
      - Assist the client find competitive, integrated employment of their choosing, preparing the client for their interview, and ensuring the client has a resume that is tailored specifically for the job he/she is applying.
    - Job Coaching
      - Providing on-site training to familiarize the client with their specific job duties, help the client develop relationships and navigate the workplace structure, advocate on behalf of the client and provide disability awareness information to the client's supervisor and co-workers.
- Employment and Community First CHOICES:
  - o Employment and Community First CHOICES is a program that is for people with intellectual and developmental disabilities including people with significant medical and behavioral needs. This program fosters and promotes the concept of employment first and that everybody, no matter their disability is capable of working in competitive employment.
  - o How to apply: <https://www.tn.gov/didd/employment-and-community-first-choices.html>
    - Exploration
      - Helps the client decide if employment is something that they are interested in pursuing. It also helps the client and their family understand the benefits of working and answers questions they might have about employment.
    - Discovery
      - Helps the client identify what kind of work they would like to do, what are the skills and strengths that they bring to potential workplaces, and also helps the client understand what it will take to be successful in the workplace.
    - Situational Observation and Assessment
      - Allows the client to try out different jobs in order to find out what they like to do and what they need to do to become fully prepared for employment.
    - Job Coaching

- Supports the client in the workplace by helping them fully understand their different duties, navigate workplace dynamics and offer disability awareness information for the employer. Job coaching last until the client is able to do the job by themselves or they have a peer that can assist them at work.