



# Clark County

## Supported Employment

Supported Employment is paid, competitive employment for people with significant intellectual and developmental disabilities that have experienced challenges engaging in traditional employment and/or careers. Supported Employment occurs in a variety of typical, integrated business environments. Features of supported employment include, but are not limited to: pay at minimum wage or better; 20-40 hours per week; supports provided to obtain and maintain jobs; customized employment; room for promotions and career advancement; and workforce diversity.

**Our History:** Clark County began working on public sector employment in 1989, and our first placement was made in 1990. In this critical endeavor, we have been supported by the Clark County Developmental Disabilities Advisory Board, University of Oregon and the Washington Initiative for Supported Employment. Along the way, we have attempted to be inclusive, educational, attentive, thoughtful and transparent. The local community has responded positively, and we have seen an expansion of other public sector employment opportunities beyond Clark County, such as C-Tran, State of Washington, City of Vancouver, City of Camas, and Clark College.

**Our Values:**

- ▼ Choice
- ▼ Inclusion
- ▼ Partnerships
- ▼ Access

**Our Beliefs:** Employment is the way out of poverty and the way to contribution and belonging. To accomplish this, we need to support the whole person and consider the impact on their family.



# Clark County Program Results

Currently Employed:	7
Departments Involved:	Public Works Juvenile Court Facilities Community Services Operations Treasurer's Office Information Technology
Wage Range:	\$16.36 - \$1 <b>1.56</b> (Avg. \$12.30)
Position Equivalents:	3 Full-time 4 Half-time

## Points of Interest:

- One position is fully supported by natural supports (co-workers, etc.)
- Employment providers offer supports for coworkers and managers regarding “best practices” in the workplace
- Social Security Work Incentives have supported job accommodations
- Approach has opened a path to significant development of public sector supported employment in addition to Clark County’s program