

Business Development – Job Development

As a component of Community Employment Services (e.g. Job Coaching and Supported Employment), AHEDD regularly canvasses the business community to identify employment for program participants.

AHEDD strives to develop a partnership with business by eliciting needs and interests from business representatives. As a Specialized Human Resource Organization, AHEDD provides Employment Services to individuals with a disability. All individuals are prescreened and in many cases are assessed to predetermine ability to perform or succeed in skilled positions. AHEDD provides assistance to ensure a smooth transition by providing on site training (job coaching), assistance with the completion of paperwork and follow up with the employer, and with the individual, the employee. Follow up allows AHEDD to continue to assess the situation and offer assistance, where and when needed, to aid in the success. AHEDD is performance based and focuses on retention Tax Credits are available and AHEDD can assist in obtaining necessary paperwork.

Job Development is a method of securing employment and should be tailored to meet the needs employer, as well as the abilities of the individual. Once a determination of an individual's interests and abilities, taking into consideration transportation needs, has been made, job development should be conducted at such companies that may fit the individual. Discussion of the employer's need for employees and the types of positions available is important in the initial contact with a company. Creating positions may come later or may be discussed with examples of various local businesses' experience.