# Representational Considerations

## Section Instructions:

Person-centered job selection is a process that helps us find ways to match a person with an employer based on things the person likes to do and does well, *as well as* an employer's needs. While personal representation emphasizes using the person’s interests and contributions within a business, there also needs to be a discussion with the person (and, as applicable, their parents or guardians) about ways to describe their disability. Additionally, decisions need to be made regarding the respective roles of the Supported Employment (SE) Employment Specialist (ES) and the person when contacting employers. These two dimensions of representation (1-how or if to describe the person’s disability and 2-the role of the ES regarding representation) are the critical parts of this form.

Some examples of issues to determine include:

* How would the person like to have their disability described? Or does the person *not* want their disability disclosed to an employer (and they will act as their own agent)?
* What functional ways describe the person’s disability and support needs?
* Does the ES have permission to provide the name of the person’s disability?
* Will the ES act as the person’s agent when employers are contacted initially for job development and analysis?
* Will the person share the responsibilities of contacting employers?
* Will the person make employer contacts while the ES stays in the background?

Signature(s) of focus person and/or parent(s) and/or guardian(s) regarding representational strategies described above:

Signature

Date

Signature

Date