

## Supported Employment Services

### Reference Sheet for Natural Support



### Texas Workforce Solutions- Vocational Rehabilitation Services

Supported individual's name:

## What are Supported Employment Services and Natural Supports?

Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VRS) offers Supported Employment Services to help people with disabilities find and keep meaningful jobs. Supported Employment Services include short-term services from a provider (aka: The Supported Employment Specialist). The Supported Employment Specialist provides a variety of assistance, such as help exploring job options, assistance with job search, job training, and help arranging long-term supports.

The term "natural supports" is often used when speaking about people with disabilities, but they are really just an extension of what people without disabilities do for each other in the workplace, at home, or in the community. Natural supports can be a coworker, supervisor, community member, friend, or family member that supports an individual with disabilities with his or her employment goals and is part of the overall plan of Supported Employment Services.

Here are a few examples of what natural supports look like in the workplace:

- Staff members spending a little extra time making sure their new colleague understands what is expected of them
- Helping the employee with a disability fill out a required onboarding form
- A peer or supervisor who helps review a task list at the end of each day
- A family member or friend who assists the employee with transportation to and from work
- Going the extra step by inviting employees to sit with them at lunch or to join the group for an after-work social event

While the role of a natural support varies from person to person, the purpose is to support the person in his or her goal to achieve success, independence, and inclusion at work.

When we are naturally supporting individuals with disabilities, we show that we are in this together we play a part in cultivating an inclusive work environment where every person is set up for success.



**This sheet is to be filled out by the employee's Supported Employment Specialist and is used as a reference document of their employment supports.**

## Natural Support

### Support to be provided at:

- Work site    Home    Community  
 Other, describe:

I,  
agree to be a mentor to provide support to the supported employee.  
If I am no longer able to mentor and support, I will, as applicable: (check all that apply)

- arrange for coworkers to assist;  
 arrange for other family or friends to assist;  
 arrange another resource to assist; and/or  
 contact the Supported Employment Specialist or Texas Workforce Commission Vocational Rehabilitation Counselor if professional intervention is needed or to arrange another resource.

### Description of supports to be provided:

**Mentor's Name:**

**Mentor's Phone:**

**Email:**

## Professional Contacts

If, at any time, you need assistance, or if the person's circumstances change and professional intervention is needed, please contact either:

### Supported Employment Specialist

Name:

Phone contact:

Email:

### Vocational Rehabilitation Counselor

Name:

Email:

Phone contact:

