

Customizing Employment: Strengths of a Sports Fan

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Starting point...Client Intake

- Employment Specialist establishes rapport with the client
- Place to brainstorm with the client and support network
- Client's dream to work in a sports facility
- Hobbies/interests are being involved in athletics and the community
- Motivated by peers and being a part of a team
- Discussed transferrable skills from previous jobs



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Job Seeking and Development

- Explore how the client wants to participate in the search
- Working interviews or rephrasing of interview questions
- Informational Interviews/tour of facilities
- Meet with potential employers and explore their needs
- Identify motivating environments



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Seeking “the right” Employer

- Fostering environment
- Promotes integrated and inclusive workplace
- Employer needs encompass job duties based on client skill set
- Motivational factors
- Natural supports
- Willing to have the Employment Specialist provide disability awareness training to employees



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Interview and Placement Process

- Completed a general hourly housekeeping application with the client
- Supported employer in creating a different type of interview experience
- Arranged a tour of the facility and rephrased interview questions to be asked casually throughout
- Took the existing housekeeping job description and selected duties that were motivating to the consumer
- Adding other tasks throughout the facility that promote motivation in the client
- Confirm start date!



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Job Site Training

- Continued to oversee the client in his new duties
- Supported client in connecting with
- Chained duties together with the support of employer/natural supports
- Implemented necessary supports (alarms, checklists, natural supports on site, reinforcement opportunities)
- Added new duties as mastery continued



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Follow Along/Ongoing Support

- Provide additional on site training as needed (if new duties arise or social coaching for interpersonal scenarios)
- Brainstorm with employer if new supports or routines are necessary
- Provide support to client during professional development modules
- Checking in at least twice a month via phone, email, or on site check in



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Client Satisfaction & Purpose

- EXTREMELY motivated to go to work each day
- Says it is his “dream job”
- Interactions with peers from high school and other community hobbies
- Involved in athletic opportunities through VCU Rec Sports and Outdoor Adventure Program



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Continued Partnership

- Additional placements at other facilities
- Reliable and motivated employees
- Administration provides connections to other departments for assessment or job development opportunities



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Resources & Funding

Rehabilitation Research and Training Center
on Employer Practices for Individuals with
Disabilities (VCU-RRTC-EP)

<https://ep.vcurrtc.org/>

National Institute on Disability, Independent
Living, and Rehabilitation Research
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