Employment & Career Growth
Employment & Career Growth

INTEGRATED RESOURCE TEAM (IRT) SUPPORT

Career Exploration  Education & Training  Work-Based Learning  Job Search & Interviews

OVERCOMING POTENTIAL SETBACKS

Employment & Career Growth
Congratulations on getting hired! Here’s are ways to have a successful start to your new job.

**Goals:**
- Make a plan for a successful start.
- Consider best practices for career growth.
- Regularly update your Integrated Resource Team (IRT) about your progress towards your employment goal.
Preparing for success

- **Planning** - As needed, create a plan for transportation, medication, day care, and other components. Brainstorm any potential setbacks that could surface.

- **Emergency Contacts** - Create a **contact list** of important people and resources that can help in case any challenges emerge.

- **Accommodations** - Visit the [Job Accommodation Network](https://www.jan聘用.com) for guidance in this area.

- **Benefits and Insurance** - Meet with a work incentives coordinator or disability benefits advisor to ensure continued access to disability benefits and health insurance.
Putting it Together: Employment & Career Growth Worksheet

Goals: Record notes in the Employment & Growth Worksheet.
Best practices for career growth

- **Schedule Monthly Check-in Meetings** - Be sure to check-in regularly with your supervisor to discuss your progress. If you can't meet monthly, it's important to meet once every three months.

- **Record Your Accomplishments** - During your six month or annual check-in, come prepared with a list of accomplishments at the company.

- **Ask for Feedback** - Ask your supervisor to share what they see as your greatest strengths and areas to improve.
Best practices for career growth

• **Continue Learning** - Engaging in continuing education and other training such as certificate programs to expand your skills is a sure way to improve your chances of getting a promotion.

• **Ask about Career Advancement** - At six months or a year, ask if you are eligible for a promotion or wage-increase. If this is not possible, ask if there are any training programs you can participate in which shows a commitment to growing with the company.
IRTs can provide support

Integrated Resource Teams (IRTs) help job seekers with disabilities to make progress along their career. You can create an IRT with the support of a Disability Resource Coordinator (DRC), counselor, family member, or friend.

YourDreamYourTeam.com provides resources for:

- How to Create an IRT
- Job Seekers with Disabilities

These slides are a summary of the section on Employment & Career Growth. For more information, please visit YourDreamYourTeam.com.
Stay connected with your IRT

Communicate with them regularly (at least on a monthly basis) as you pursue your employment goal. They will enjoy hearing from you. Regular communication will also help them to remain ready to support you.