

Arc Discovery Employment and Transitions (ADEPT)

ADEPT is a program of the Arc of Pennsylvania that helps individuals with disabilities to transition to work through the Customized Employment Process.

For students with disabilities, ages 14-21:

ADEPT provides support to transition students by facilitating a Discovery Assessment, a Customized Plan for Transition, and Visual Resume. This program will help students identify career interests, skills and potential challenges. The student's transition team will be able to use this information to better prepare the student for transition.

In addition, ADEPT may be able to create customized internships to explore potential careers. The internships are arranged by ADEPT Staff with employers, based on the specific needs of the business that match with the student's demonstrated skills, interests, and needs.



For Adults with significant disabilities seeking work:

ADEPT works with adults with significant disabilities to find meaningful work in the community, that is inclusive and aligns with their interests, skills, and conditions for success. ADEPT staff use the customized employment process to negotiate unique jobs with employers that provide equal value to the business and job seeker.

The ADEPT program is an excellent solution for adults that haven't previously engaged in community integrated employment or have had challenges finding that ideal job that meets their unique skills, interests, and conditions for success.





The Tools of ADEPT:

Discovery: An assessment where a certified facilitator spends 20 to 30 hours to get to know the job seeker through observations and interviews. The resulting profile identifies the job seeker's proven skills, interests, and conditions for success, which is then translated into a document that serves as a blueprint for a successful employment relationship.

Customized Employment: Individualizing the employment relationship between employees and employers in ways that meet the needs of both; and is based on an individualized determination of the strengths, needs, and interests of the person with a disability, and is also designed to meet the specific needs of the employer.

Systematic Instruction: A proactive method of instruction that values natural training methods and is facilitated by a certified Systematic Instructor, who is skilled in adapting and modifying the existing training methods to individualize them for specific learners.