

VR Success Story: Employer Support Leads to Greater Independence



IDVR's Mission is to prepare individuals with disabilities for employment and career opportunities while meeting the needs of the employers.



RAYMOND'S SUCCESS STORY

Occupation: Courtesy Clerk

Employer: Albertsons

Location: Kuna, Idaho

"I like helping customers with their groceries as I may need that help in the future too. All of the managers and staff are very nice people to work with at Albertsons. I am very glad to have my job!"

– Raymond, VR Customer

"Raymond has been a great asset to the department and the company. We've seen him open up on so many levels and both coworkers and customers really enjoy him! He's always willing to help wherever needed and is always on top of his job. We appreciate everything he does and are happy to have him!" - Karlee, Manager

- Raymond applied for VR services to get help to find a job in August 2021, after leaving his prior long-term employment position because of his move to Idaho.
- Since there were not many details about the support provided in his prior position, Raymond and his VR Counselor agreed on a plan to evaluate his potential support needs to get a better idea of what help may be needed, for his success in a new employment position.
- Through the evaluation process, it was identified that Raymond would most likely benefit from long-term job coaching supports. However, Raymond did not have a budget for this service available to him at that time. Therefore, Raymond's VRC worked with him and his parent to support them in identifying a budget for this support service.
- Benefits Planning was also identified as an important service and this would ensure that Raymond and his parent could understand the impact of work on his disability benefits, as well as understand how to appropriately report his wages once he began working again.
- While working to identify a plan for long-term employment, Raymond obtained a temporary part-time position with a local elementary school to provide janitorial assistance during their lunch service.
- Raymond then began to work with a community rehabilitation provider for one-to-one assistance to obtain a permanent position, and quickly obtained employment with Albertsons in Kuna which he began July 2023.
- Albertsons created a welcoming and supportive environment where, after initial full support from his job coach, allowed Raymond to begin to work more and more independently as he learned his new tasks and understood the expectations of his supervisor for his assigned tasks.
- The natural supportive environment provided by Albertsons allowed Raymond's job coach to completely fade out their support. Raymond is now working independently and successfully with only the support of his employer.

"With a smile and a positive attitude, Raymond was always fully engaged in his job search. He wanted a job where he could demonstrate his hard work, kindness, and work within a team. It's been a privilege to have supported him to achieve his goals and see him thrive within his role at Albertsons." Kari Frymire, VR Counselor

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