

What assistance does the DSHS/ DVR provide state agencies and state higher educations?

DSHS/DVR provides a Supported Employment Program Manager who will:

- Instruct and advise staff on identifying appropriate work for a SESG position.
- Advise and support staff in recruiting for SESG candidates and working with supported employment long-term support providers.
- Instruct and advise staff on screening and selection of qualified candidates.

Is there a cost to the hiring agency for the new employee's salary and benefits?

- Yes, the salary and benefits for the new employee must be covered within the existing budget.

How can an employer participate in the SESG Program?

- Obtain internal approval and funding to establish a supported employment position.
- Review SESG guidelines by OFM.
- Consult with the DSHS/DVR Supported Employment Program Manager, on Establishment, Recruitment, and Selection for a supported employment position.



Graphic from leadgrowdevelop.com

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Visit the Office of Financial Management website for additional information and resources:

<https://ofm.wa.gov/state-human-resources/diversity/persons-disabilities-state-government/supported-employment>



Transforming lives

DSHS 22-1748 (Rev. 7/23)

Supported Employment in State Government





Supported Employment in State Government

Improving Employment Opportunities and Outcomes for People with Disabilities in State Government.

The Supported Employment in State Government (SESG) Program, RCW 41.04 was adopted by the Legislature in 1999 and provides paid competitive employment opportunities for individuals with Developmental and other significant disabilities in integrated work settings. SESG is employment with customary salary and benefits, for individuals who need unique, tailored supports over time to maintain job performance.

What is Supported Employment in State Government (SESG)?

- SESG means employment for individuals with significant disabilities who require on-the-job training and long-term support in order to fulfill their job duties successfully. Offers the same benefits and wages as non-supported employment positions.
- Supported employment is not intended to displace other civil service employees or interfere with reduction in-force rights. (RCW 41.04.780).

How does SESG benefit your agency?

- SESG allows agencies to add positions with in your existing budgets and will not count against your allotted full-time equivalent position for the duration of the individual's employment.
- Agencies will be able to take advantage of outside resources to assist with recruitment, training and retention of employees with significant disabilities who are hired.
- Employment of persons with significant disabilities will count toward equal employment opportunity goals.

Who is eligible to be hired through the SESG program?

- Individuals with a "significant disability", as defined by the Federal Rehabilitation Act of 1973, or a developmental disability as defined by RCW 71A.10.020
- Individuals who require supported employment to perform a job successfully.
- Individuals who have a source of long term support (either on or off the worksite) that will assist the individual in maintaining satisfactory job performance.
- Individuals seeking a permanent, competitive career.