



*Maximizing Employment Opportunities*

## **Individual Supported Employment**

**Individual Supported Employment (ISE) provides supports to individuals who already have their own jobs, or are interested in competitive employment. The type of support each individual receives is based on their skills, and/or need, and is determined through a Work Evaluation/ Interview.**

### **Who We Are**

New Horizons Rehabilitation Services is an accredited, not-for-profit organization founded in 1964 that helps people with disabilities achieve their goals, and lead more fulfilling lives through employment programs and other activities.

### **Benefits of Using Our Services**

#### **ISE Increases**

- Employment in competitive jobs
- Number of hours worked
- Amount of income earned in competitive jobs

#### **ISE Decreases**

- Unemployment
- Dependence upon public systems of care
- Stigma in the community about individuals with disabilities

### **Receiving Services**

Please contact one of our locations listed on the back of this brochure if you are interested in referring someone to or receiving services from New Horizons.

We look forward to helping you!

### **What is Individual Supported Employment (ISE)?**

The Individual Supported Employment (ISE) program provides job development, assistance in matching the individual with an integrated competitive job, and intensive time-limited supports to an employed individual once placed. This service is intended to help the individual develop the specific on-the-job skills necessary for successful employment.

New Horizons Job Coaches provide direct support, to enable the individual to develop positive work-related habits, attitudes, skills, and work etiquette directly related to their specific employment. This ultimately leads to the individual becoming a part of the informal culture of the workplace.

### **How Individual Supported Employment Works?**

- Individuals in the program are assigned a job coach to assist with the employment process from start to finish.
- This involves assessing the individual's strengths, weaknesses and job interests and assisting with skill building, resume writing, job applications and job interviews.
- Once in the workplace the job coach helps with learning the various job responsibilities.
- As the individual becomes more familiar with the position the job coach fades and only provides services as-needed to ensure the success of the individual and business partnership.

ISE is a powerful and flexible way to create employment opportunities, ensure regular employment benefits, provide ongoing support and achieve full participation and integration into the workforce and the community at-large.

## MISSION

Investing in our communities by providing employment opportunities for individuals facing barriers to employment.

## PURPOSE

Breaking employment barriers for individuals.

## VALUES

- We believe in the worth of all individuals.
- We believe that the people we serve are our most important customers.
- We believe in the dedication to individual growth, employment, and self-sufficiency.
- We believe in managing public and private funds efficiently and responsibly.
- We believe our staff is professional, committed, and caring.
- We believe in quality service; as measured by outcomes, is paramount.

**New Horizons has been accredited since 1966**  
and is associated with many reputable organizations

### **Accreditation**

New Horizons is proud to be a CARF-accredited agency, CARF, The Commission on Accreditation of Rehabilitation Facilities, has established national standards of quality for rehabilitation organizations. CARF accreditation means you can be confident that New Horizons has made a commitment to continually enhance the quality of its programs and services and has a focus on consumer satisfaction.



### **Locations**

#### **MADISON HEIGHTS**

32021 Howard Avenue  
Madison Hts., MI 48071-1430  
Tel: (248) 585-9593  
Fax: (248) 585-6648

#### **NOVI**

41108 Vincenti Court  
Novi, MI 48375-1922  
Tel: (248) 476-6910  
Fax: (248) 476-1380

#### **AUBURN HILLS AND ADMINISTRATIVE OFFICES**

1814 Pond Run  
Auburn Hills, MI 48326-2768  
Tel: (248) 340-0559  
Fax: (248) 340-0694



### **EEO Policy**

New Horizons provides equal employment opportunities to all employees and applicants for employment without regards to race, color, religion, sex, sexual orientation, national origin, marital status, age, disability, illness, weight, height, or veteran status in accordance with applicable laws. Auxiliary aids and services are available upon request.

