



Lifepath Systems
Strategic Training and Recruitment Resources – STARR
The Supported Employment Division of LifePath Systems

What is supported employment?

Supported Employment facilitates competitive work in a community setting, matching the interests, skills, strengths and choices of an individual with a cognitive disability with a job. In other words: assisting capable, talented people with disabilities to have the same employment opportunities as anyone else.

STARR believes that anyone who **wants** to work **can** work. We will support each person by making the right job match leading to employment success.

Who do we serve?

- Individuals who want to work
- Individuals who receive services from Lifepath Systems
- Individuals who are not in school or are 18 years of age or older
- Individuals who reside in Collin County

What is the process?

- **DARS referral**
- **Discovery**
 - The first step is a discovery/getting to know you process. STARR works with individuals to determine their interests, skills and preferences for employment through assessments, company tours and exploring their employment history.
 - Identifying an employment direction is based on understanding the person's entire life, not from a particular job or experience.
 - The discovery process results in a descriptive picture of the person seeking employment: it represents the best and most meaningful aspects of the person's life.
 - This step concludes with a meeting between the individual and the DARS counselor to create a job development plan.
- **Employment Assistance**
 - Once the plan is complete, STARR staff begins meeting with potential employers to learn about their employment needs and the possibility of a "match."



- Applications and Interviews: STARR staff will provide the individual with support during the application and interview process. STARR staff will work with the employers to ensure that the individual's skills and abilities match their needs.
- **On the Job Training**
 - Once the individual has been hired, the new employee will complete the company's training process with a STARR staff available as needed.
 - STARR staff will remain on site with the new employee until he/she has learned the job, and both the employee and supervisor are satisfied with the employee's performance.
- **Continued Support**
 - STARR staff will maintain a relationship with the employee and the employer for the lifetime of the position.

What are the benefits to Employers?

- STARR staff meets with companies to determine their employment needs and then matches the person's skills to the company's needs.
- STARR staff consults with companies to help streamline employee workloads.
- STARR staff assists the person and company through the interview process.
- STARR staff will provide ancillary support to the new employee, in conjunction with the company training.
- STARR maintains an on going relationship with the company and the employee for the lifetime of the position.

Are you interested in working with STARR to find employment?

- Please complete this referral form and have your DARS counselor fax to 972-727-9953.
 - STARR referral form **PDF**

For further information regarding LifePath Systems STARR program, please call us at (972) 727-9133.