

Frequently Asked Questions *Vocational Futures Planning and Support (VFPS)*

FAQs

What is Vocational Futures Planning and Support?

Vocational Futures Planning and Support or VFPS was developed in the early 1990s for people with physical disabilities who want to work. It is a framework for planning and obtaining employment by offering individualized strategies and support. The VFPS is comprehensive, team-based, and person-directed. Through the VFPS process, participants learn how to navigate a complicated service system, access community resources, and understand their assets and barriers to employment.

How is VFPS unique?

VFPS focuses on addressing barriers to employment. Relationship building and teamwork are also key elements of the VFPS. The individual and those on the resource team equally contribute to the success of process. The VFPS does not rely on forms. It is an active process that blends resources and seeks guidance from a variety of sources.

VFPS takes a holistic approach that analyzes and impacts many aspects of a person's life. If done well, this process will improve the quality of a person's life.

Who is VFPS for?

The VFPS is designed for people with physical disabilities who want to work but face multiple obstacles to employment.

How does it work?

The VFPS participant is expected to take an active, leadership role. All decisions, from the job goal to the composition of the resource team, are made by the participant with input and guidance from their team. Through focused conversations about their dream job or ideal employment and what's getting in the way, the barriers and assets are identified.

Getting Started

Is the VFPS right for you?

Are you unsure about

- what you want to do,
- how your disability might affect your working life,
- how income will impact your benefits,
- how to get the support you need to reach your employment goal?

VFPS is designed to provide support to individuals with physical disabilities who want to become employed, start a business, or maintain current employment.

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The **Paths to Employment Resource Center (PERC)**

provides training and technical assistance to promote employment and full community participation for people with disabilities through cutting edge technologies, evidence based practice and research.

www.percthinkwork.org

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What is a resource team?

A resource team is developed based upon the individual's barriers and assets. The resource team provides direction and assistance in managing, reducing, or eliminating the barriers to employment that have been identified.

Can I work and keep necessary benefits?

Loss of benefits is one of the most common fears for people considering employment. Benefits planning can ease these fears. This critical component of the VFPS involves an analysis of the individual's benefits and the impact that earned income would have on cash payment and continued eligibility. Benefits planning occurs throughout the entire VFPS process.

How is VFPS individualized to meet my needs?

Many options and strategies can be incorporated into the VFPS process which is flexible and customized to meet individual needs. Components or strategies could include: career exploration and goal validation, assistive technology assessment and training, training and education, job seeking preparation, job search guidance, and ongoing support.

Where can I access services?

Currently, Vocational Futures Planning and Support is a service that is primarily practiced in Wisconsin but could be adopted and practiced anywhere. You can ask your current service provider about VFPS services or download a copy of the VFPS service provider list included on the PERC website: Search "VFPS".

Visit www.percthinkwork.org and search!



Resources

PERC Related Materials

Learn more about the Vocational Futures Planning and Support or VFPS by visiting the PERC website and typing "VFPS" into the search box!

Materials related to this topic can be found on the PERC website - these materials include free trainings, resources, and the latest research.

www.percthinkwork.org

Comments? Suggestions?

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