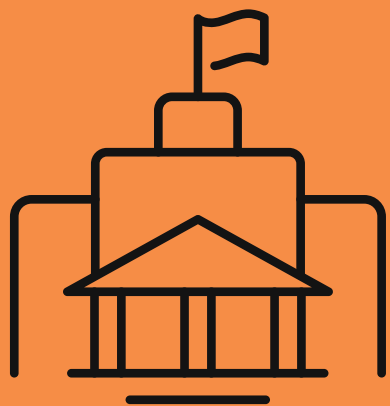


# EMPLOYMENT FIRST



## State Agencies

**Talk** to individuals with disabilities early about work; **Ask** "what do you want to be when you're older?"

**Implement** Employment First principles & practices while providing services to improve employment opportunities for working-age adults who have disabilities

**View** employment in the general workforce as the first & preferred option for individuals with disabilities, including significant disabilities

**Focus** on client's strengths, interests, preferences and supports needed to be successful at work

**Assume** all Arizonans that want to work, are capable to work

**Recognize** there may be a mindset shift and a change in how you currently provide services

**Be a Champion** for Employment First with your co-workers & administration advocating for policies that align with competitive, integrated employment outcomes

**Provide** job seekers the resources & tools to obtain & maintain competitive, integrated employment

**Cheer** for your client's successes; being a positive member of their employment team

**Collaborate** with other state agencies, community partners, self-advocate groups & Arizona APSE to create Employment First legislation & policy in Arizona

**Know** your role matters and the words & actions you use will propel this individual's work future

For more information, visit  
<https://www.azapse.org>

#weallworkAZ  
#ArizonaAPSE  
#EmploymentFirstAZ

