



Definition of Successful Employment

During its Strategic Planning Activities, the Board of Directors of The Able Trust developed guidelines to help define successful employment, a phrase that is contained in its mission statement.

When The Able Trust is reviewing proposals for grant consideration and when funded proposals are reviewed for meeting goals at the end of the grant term, the following definitions and descriptions are applicable:

1. Length/Retention: 6-8 months for first placement, for placements which are not designed as an internship or similar. One year preferred.
2. Pay: Minimum Wage, with potential for raises.
3. Hours/Week: At least 20 hours per week, with 60% working 30 or more hours/week by the end of the first year of employment.
4. Position: entry level OK, with room for advancement.
5. Employed 1 year: at least 70% employed one year later. At least 70 % employed 2 years later. Can change jobs/employers.
6. Competitive: at least 80% must be competitive positions (not supported or transitional).
7. Integrated: at least 90% are integrated positions – working with diverse workforce.
8. Transitional: No more than 20% of jobs can be transitional/supported employment.