



New Horizons



Maximizing Employment Opportunities

Customized Employment

Through Customized Employment, the relationship between employee and employer is personalized in a way that meets the needs of both. It's a universal strategy that benefits many people, including people with disabilities.

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.

Components of CE

Discovery

Gathering information from the job seeker and the CE support team.

Job Search Planning

Using the information learned about an individual job seeker in Discovery to develop a plan toward a meaningful employment, determine a list of potential employers, and conduct an analysis of benefits.

Job Development & Negotiations

Working collaboratively with the individual and the employer to negotiate a customized job.

Post-Employment Support

Benefit Setting up on-going post-employment supports and monitoring the employment relationship to ensure satisfaction of both the individual and the employer.

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 Customized Employment (CE)?

The Customized Employment program is a universal employment strategy and is especially useful for employment seekers with substantial barriers to employment as a result of a significant disability. In alignment with the principles of Employment First, which presume all employment seekers with disabilities can work, CE is an approach that can facilitate and result in such an employment outcome.

New Horizons' Customized Employment staff see the individual referred into the program from the beginning to the end. They provide resume completion, interviewing, initial job coaching (50 hours+), task analysis, and ultimately job placement

Who Benefits from Customized Employment?

- Limited or no work history in mainstream employment
- Past work experiences have been negative and/or poor matches
- Difficulty fitting in to standardized job descriptions
- Difficulty with the traditional application process or interview process

Customized Employment Targets?

- CE provides strategy for employers to focus on the unmet needs
- CE can focus on tasks performed better by others
- CE can utilize specific job seeker competencies based on discovering their strengths, needs, and interests
- CE can match and negotiate with existing employer needs

Please visit our website at www.NewHorizonsRehab.org for more information

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

AUBURN HILLS AND ADMINISTRATIVE OFFICES

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

CLINTON TOWNSHIP

43630 Hayes Road, Suite 110
Clinton Township, MI 48038-3536
Tel: (586) 226-1189
Fax: (586) 226-0129

DAVISBURG

10445 Dixie Highway
Davisburg, MI 48350-1308
Tel: (248) 625-0808
Fax: (248) 625-1827

TROY

5505 Corporate Drive, Suite 404
Troy, MI 48098-2614
Tel: (248) 340-0549
Fax: (248) 340-0694

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

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.

