



**CSS**

*Putting Talent to Work*

**CAREER SUPPORT SYSTEMS**  
INCORPORATED



# About Us

**Career Support Systems (CSS), Inc. is a private, nationally accredited provider of community-based employment and support services for people with complex barriers to employment.**

**Founded in 1993,**

**CSS has built its reputation by designing and delivering an array of highly individualized job placement services and a full range of complementary employment support services.**

**Focusing on under-served populations who require intensive supports to succeed in the competitive workforce; CSS has created a highly flexible, customer-driven organization that is dedicated to achieving strong outcomes in close partnership with our customers.**

# About Us

- **Our Mission**
  - **To promote independence and self-sufficiency by delivering an array of exceptional community based employment supports.**
- **Our Vision**
  - **To be a recognized leader in the design and delivery of community-based employment services and supports**

CSS has achieved national accreditation by CARF, the Commission on Accreditation of Rehabilitation Facilities, for all Community Employment Programs.



## Services will include:

- ◆ Supported Employment
- ◆ Job Coach Training Services
- ◆ Job Placement
- ◆ Situational Assessment Services
- ◆ Independent Living Skills Training
- ◆ Pre-Employment Transition Services
- ◆ Vocational Case Management
- ◆ Job Retention Services
- ◆ WISA SSI/SSDI Benefits Advocacy
- ◆ Targeted Outreach
- ◆ Ancillary services related poverty issues

CSS will work collaboratively with the customer, the referral source and their team to provide the needed *services to* be successful.

CSS conducts an extensive intake process that allows the customer and consultant the opportunity to learn what is needed for that individual to be successful. Each plan is individualized according to the needs of the customer.

# *Vocational Services*

- Supported Employment is a service that helps people with disabilities or other job barriers to look for, find and maintain a job.
- We devise a strategic plan with the customer that is based off their desires for employment as well as going hand and hand with their vocational goals on their IPE.
- Barriers are addressed, goals are established, and employment is obtained.
- CSS maintains ongoing communication with the referral source by weekly updates, progress notes and monthly reports.

## PreETS

# Pre-employment Transition Services

Helping Students enhance and expand opportunities for their future.

### Work-Based Learning Experiences

- ❖ Use the workplace to gain knowledge and skills that connect school experiences to career opportunities.
- ❖ Develop employment partners that will allow students to learn different aspects of the job while being onsite.
- ❖ Identifying an areas of growth

### Workplace Readiness Training

- ❖ Learning where and how to search for work
- ❖ Learning how to do resume and complete applications
- ❖ Learning how to advocate for their needs.

## **CSS TANF Services**

### **Career Support Systems, Inc.,**

is an established provider of high-quality employment services to recipients with complex barriers to employment. During these longstanding Projects, we will continue our work across the State, allowing our community partner agencies to focus their limited resources in other important areas while allowing CSS to create new service efficiencies and employment outcomes.

**Executive Summary:**  
***“The Portable Services Expansion  
Projects—Addressing Poverty &  
Unemployment”***

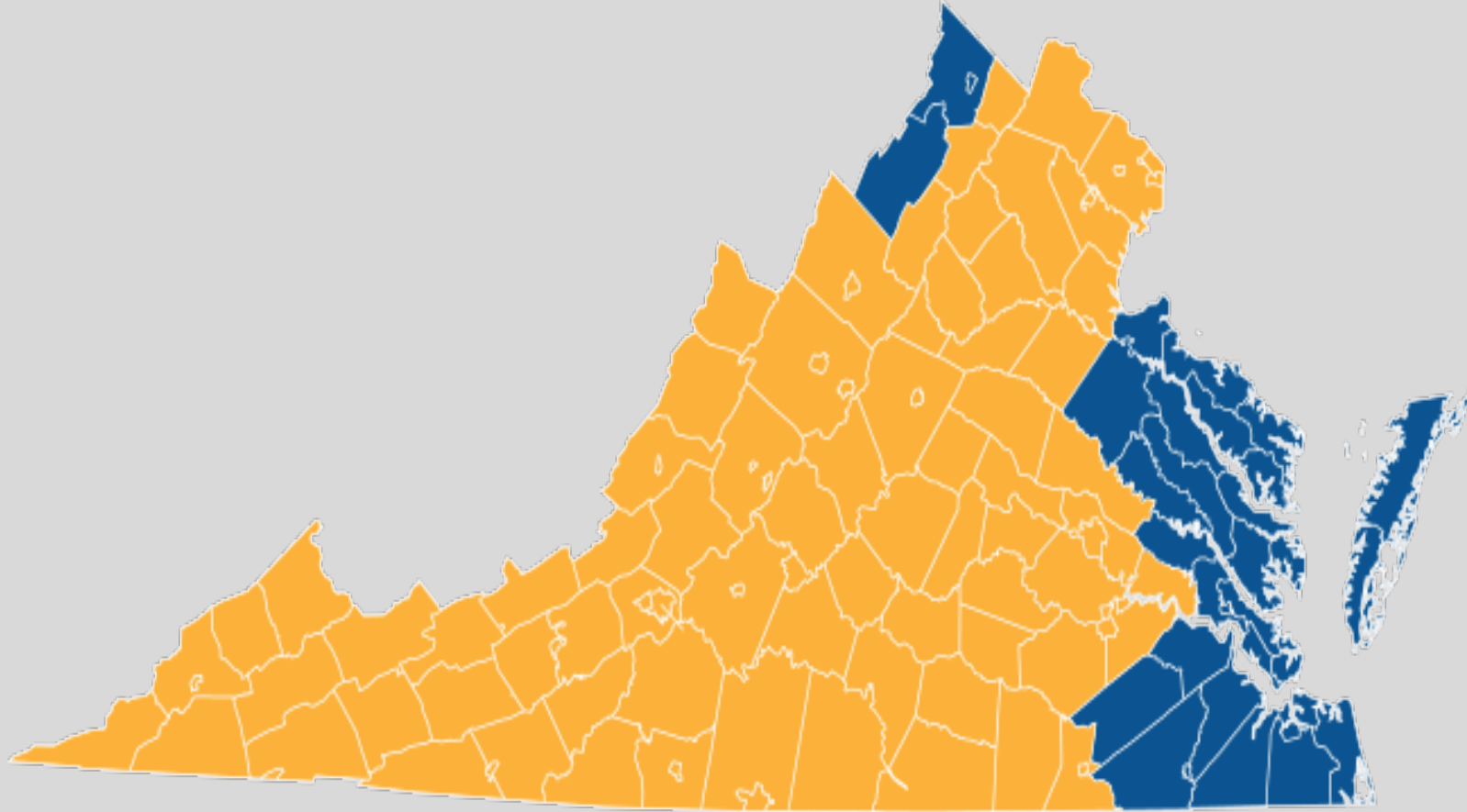
## **Partnering Agencies:**

**Virginia Department of Rehabilitative Services ( DARS )**  
**Virginia Department of Social Services ( DSS )**  
**Virginia Department for the Blind and Vision Impaired ( DBVI )**  
**Community Service Boards**  
**Virginia Department of Veterans Affairs**  
**Virginia Department of Child Enforcement Services**  
**Virginia Department of Corrections**  
**Regional and Federal Prisons**  
**Roads to Recovery**  
**VA Career Works**  
**Total Action for Poverty**  
**Dorcus Home, LLC**  
**Adult and Career Education of Central VA**  
**Workforce Development**  
**Homeless Shelters**  
**Rescue Missions**  
**Adult Drug Court**

**\*\*Many more entities according to each location\*\***



**CSS Coverage Area**  
**(All areas in yellow)**



**CURRENT SERVICE AREA**

# CSS Goals

To provide guidance and knowledge to individuals in order to achieve reasonable outcomes based on their skills and desires.

Expand our highly flexible and portable service system to allow underserve agencies and their customers access to quality employment supports.

Achieve the strong employment outcomes that are desired by our customers and community partners.

Deliver high quality fee-for-service employment supports to individuals

To provide a customized plan that will suit the needs of each individuals employment goals.

Month	# of Placements
March 2020 (Start of Covid)	37
April 2020	23
May 2020	17
June 2020	33
July 2020	33
August 2020	43
September 2020	37
October 2020	42
November 2020	29
December 2020	28
January 2021	37
February 2021	42
March 2021	48
April 2021	59
May 2021	40
June 2021	45
July 2021	39



## *2020-21 Employment Statistics*

# Thank You

# CSS

*Putting Talent to Work*

**CAREER SUPPORT SYSTEMS**  
INCORPORATED

Joanne L. Ellis, M.Ed. | Partner & Director of Operations  
[Joanne@careersupport.net](mailto:Joanne@careersupport.net)

Lance M. Elwood *M.Ed.* | Partner & Director of Business Development  
[Lance@careersupport.net](mailto:Lance@careersupport.net)

Stephanie Carter, MA | Regional Director  
[scarter@careersupport.net](mailto:scarter@careersupport.net)  
540-241-4701

Roanoke Region to include:

Lynchburg, Danville, Martinsville, Covington, Lexington, Bath County, and  
Roanoke

[www.careersupport.net](http://www.careersupport.net)



# CSS

*Putting Talent to Work*

**CAREER SUPPORT SYSTEMS**  
INCORPORATED

Q & A

