Developing Customized Employment Options

Going Where the Career Makes Sense

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TWO RULES TO FOLLOW

Rule Number One

IT'S ALWAYS ABOUT THE JOB SEEKER

Rule Number Two

NEVER BREAK RULE NUMBER ONE!

4 Phases of Conventional Employment

- Assessment/Evaluation
- Job Development
- Job Coaching and Employment Supports
- Ongoing Support

Each represents a discrete step with little or no relationship to the other steps.

The Phases of Individualized Employment

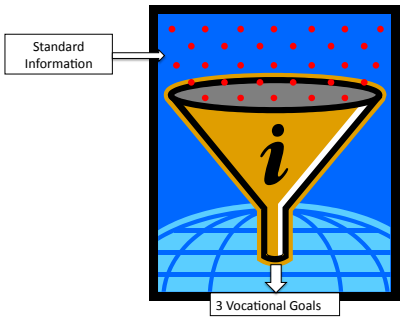
DISCOVERY IS THE FOUNDATION OF CUSTOMIZED EMPLOYMENT

A set of tools and strategies, resulting in positive employment opportunities by matching a job seeker's interests, skills, and ideal conditions of employment with the identified needs of an employer or community.

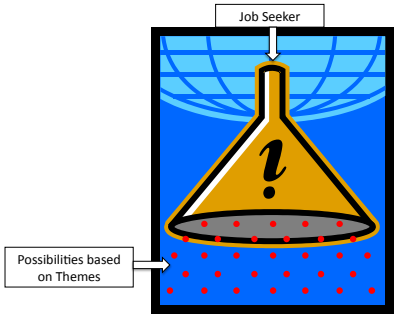
Discovering Personal Genius™

- Answers the basic question: "Who are you?"
- DPG identifies 3 Vocational Themes for Each Individual
- Each Theme generates a List of 20 places in the community where the Career Makes Sense
- Informational Interviews and Paid Work Experiences narrow the targets for Job Development

Traditional Assessment



A Different Approach



Common Myths About Discovery

- We do Discovery from our center
- Discovery requires large team cooperation
- Discovery takes too much time
- No one will pay us to do Discovery
- It's for folks who are "ready" for competitive employment
- It's for folks who aren't able to be competitively employed

Discovering Personal Genius

Hanging Out With Intent

- Assistance *NOT* Assessment
- Inventory real environments
- Do not rely on data from segregated environments
- One place leads to another
- One person leads to another
  (Family, Acquaintances, Friends, Professionals, Strangers, etc.)

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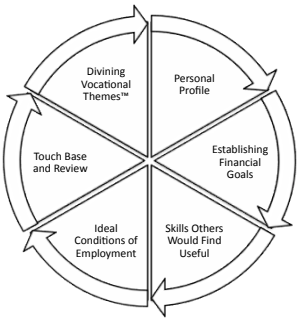
POSSIBLE EMPLOYMENT OUTCOMES:

- Wage Employment
  - Negotiated Jobs
  - Job Creation
  - Resource Ownership
- Microenterprise/Self-Employment
- Business within a Business

Phase 1: Discovering Personal Genius™



Phase 1: Discovering Personal Genius™

- How much do you need to earn for:
  - Housing
  - Transportation
  - Living expenses
  - Other
  - WIPA
- Do you receive government benefits?
- Does employment affect those benefits?
- Are there planning resources available?
- If applicable, request a benefits analysis

Statements

- DPG is not used to find a "dream job"
- DPG is focused on getting people into the work arena as quickly as possible
- People can begin to sculpt a career
- DPG is time limited, quick paced and goal oriented

Dream Jobs or Nightmares?

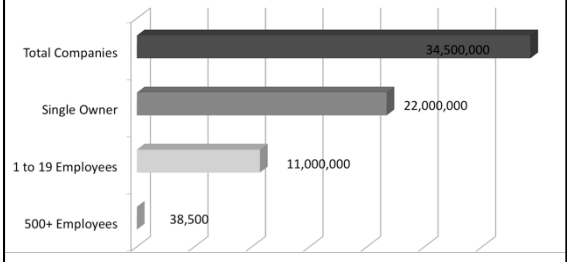
- Dream jobs are very unique and rare.
- Dream jobs assume very few vocational interests
- Dream jobs suggest one time career placement
- The experience and talents of professionals limit employment possibilities
- There are unlimited ways to make a living
- Dream jobs reinforce the idea that people with significant disabilities are one-dimensional

Targets

- ✓ Solid outcome of work that fits the individual and provides opportunities for personal and professional growth
- ✓ Employment is ecologically relevant
- ✓ Benefits both employer and employee
- ✓ Generally developed without regard to the "labor market"

Businesses by Number of Employees

34,461,500 Companies with Fewer than 500 Employees



US Census, Kaufmann Foundation, CFED, 2010-2012

Process

- ✓Seven basic stages
- ✓20 – 65 hours
- ✓6 – 8 weeks
- ✓Formulate descriptive paragraphs
- ✓Basic question: "Who is this individual?"
- ✓3 solid Vocational Themes™

Stages of DPG

1. Home and Neighborhood Observation
2. Interviewing Others
3. Skills and Ecological Fit
4. Review
5. Vocational Themes
6. Descriptive Narrative (Vocational Profile)
7. Career/Business Development Plan

Home & Neighborhood Observation

- ✓Initial Interview
- ✓Home Observation (hobbies/room/ belongings, etc.)
- ✓Tasks/Chores
- ✓Neighborhood Mapping
- ✓Others to Interview
- ✓Tasks to Observe

Smooth Listening

- A conversation not an interrogation
- Probe and then listen
- Move from the smooth talker to the smooth listener

No Question Marks?

- "Tell me about yourself."
- "Tell me about Jim."
- Do not interrupt the flow
- A little feedback may derail the conversation
- Don't take notes.
- Jot down relevant information later

Try to learn:

- Where is this person most at ease?
- When the person is most in-flow or engaged, and by what people or activities
- What supports are needed in particular situations and how are they best delivered
- Situations and environments to be avoided
- Personal skills, talents and interests

If the conversation stalls….

- Tell me about chores and tasks at home
- Tell me about routine and special family activities and traditions
- Family vacations & holiday celebrations
- Major life events that influenced….
- Events or activities that you look forward to
- Techniques for teaching something new
- Favorite people (teachers, clergy, relatives, etc.)

Others to Be Interviewed

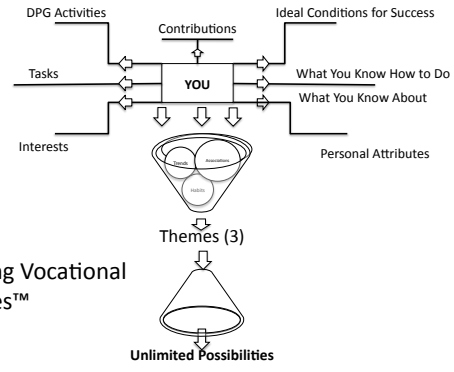
- Who knows the job seeker well (Supporters)?
- Relationships that matter & that help us get ideas
  - Family
  - Friends
  - Teachers
  - Neighbors
  - Spiritual Leaders
- Wrap up in next two weeks (along with most of next stage)
- Doesn't have to be in-person
- Avoid leading questions.

Skills & Ecological Fit

- Ecological Fit = Ideal Conditions of Employment
- Verify Skills in 3-5 areas-take photos/video
- Note Supports needed and other valuable info regarding ideal conditions of employment
- Emerging Themes
- Environments to Avoid?

Review

- Review the information you have collected
- Write it down!
- "Putting it on paper clarifies the thought"
- Type it into the Discovery Staging Record™
- Share it with the individual, family, co-workers or Discovery Team
- Does this capture the essence of the person?



Divining Vocational Themes™

Components of Vocational Themes

- Personal Attributes
- Interests
- Tasks Performed
- Skills
  - Doing
  - Knowing
- Contributions
- Ideal Conditions of Employment
- Discovery Activities

Divining Vocational Themes

- Themes are NOT Job Descriptions
- Themes are Big and Hold Many, Many Jobs
- Themes Open up the Possibilities Even in the Smallest Communities

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Divining Vocational Themes

- Why Three? One isn't enough. If we have two and throw one out, we're back to one….
- Themes are Imprecise but provide guidance for DPG activities & career development
- Themes are Not The Sum Total of Skills, Tasks, Attributes, or Interests…but they do make the Theme stronger

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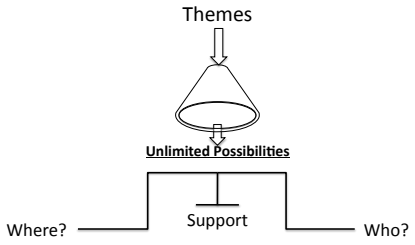
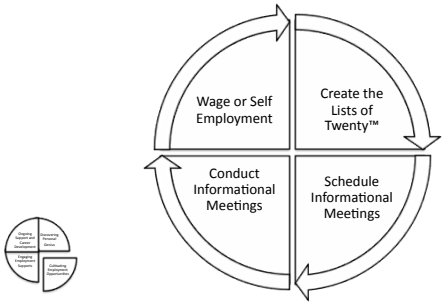
From Discovery to Employment



Phase 2: Cultivating Employment Opportunities



Developing A Plan

- Discovery should lead to a solid Profile that captures the essence of the individual:
- What Works & What Doesn't (How will you know if things don't work until you've tried them?)
- Best Settings; Support Needs; Talents
- What Home is like; demonstrations of chores & hobby tasks, revealed Interests, the impact of disability….
- What other things we need to observe or investigate both formally & informally

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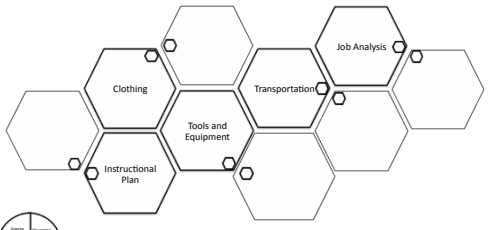
Going Where the Career Makes Sense

As a Course of Action evolves (using the Team Process), visiting others who have the same interests is often a valuable step in collecting possible career information.

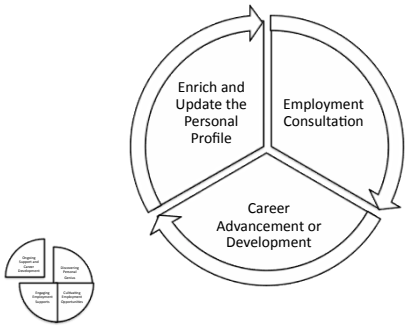
Finding the Jobs Behind the Jobs

- DPG illuminates vocational themes that allow for a broad collection of possible jobs.
- Most jobs are unknown/unseen to the public
- Connect by shared interests
- CE circumvents the HR filter – connects directly to the business owner or manager
- Employers are always hiring
- Skills matter

Phase 3: Engaging Employment Supports



Phase 4: Ongoing Support and Career Development



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