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

3 Vocational Goals
A Different Approach

- Job Seeker
- Possibilities based on Themes

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

- 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.)
POSSIBLE EMPLOYMENT OUTCOMES:

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

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
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.

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.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Total Companies</td>
<td>34,461,500</td>
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<tr>
<td>Single Owner</td>
<td>22,000,000</td>
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<tr>
<td>1 to 19 Employees</td>
<td>13,000,000</td>
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<tr>
<td>500+ Employees</td>
<td>9650</td>
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**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?
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

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
From Discovery to Employment

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Unlimited Possibilities
Themes

Where? Support Who?

Phase 2: Cultivating Employment Opportunities

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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

Griffin-Hammis Associates, Callahan, Condon
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

Enrich and Update the Personal Profile
Employment Consultation
Career Advancement or Development

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