

Best Practices in Employment Services: Key Strategies for Finding and Maintaining a Job

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Quality Employment Service Values



Employment for Job Seekers with Disabilities: Conflicting Ideas....



Jobs taken “off the rack” frequently don’t fit well. Individualized jobs are tailor- made.

The job placement must be the result of a match between employer needs & contributions of the worker.



**If you worry that work is
bad for people with
disabilities... what does
unemployment, poverty,
& social isolation to do
them?**

- Marrone & Golowka



INSTITUTE FOR COMMUNITY INCLUSION
promoting the inclusion of people with disabilities

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Job Success



Customizing Job Development and 30-Day Placement Plans

- Customizing Job Development individualizes the employment relationship between job seekers and employers to meet the needs of both by matching a job seeker's strengths with an employer's needs.
- 30-Day plan is helpful in this customized process because it is a tool that helps create action steps and tracks progress.



Steps to start the placement process

- Before writing a plan we need to really get to know our job seeker..why?
 - To identify all the potential ways they can provide value to a business
 - To build a trusting relationship with them and their team members

Positive Personal Profile

Name:

Date Completed:

<i>Dreams and Goals</i> <input type="text"/>	<i>Interests</i> <input type="text"/>
<i>Talents, Skills and Knowledge</i> <input type="text"/>	<i>Learning Styles</i> <input type="text"/>
<i>Values</i> <input type="text"/>	<i>Positive Personality Traits</i> <input type="text"/>
<i>Environmental Preferences</i> <input type="text"/>	<i>Dislikes, Pet Peeves, Idiosyncrasies</i> <input type="text"/>
<i>Work Experiences</i> <input type="text"/>	<i>Support System</i> <input type="text"/>
<i>Specific Challenges</i> <input type="text"/>	<i>Specific Accommodations</i> <input type="text"/>

Given the information on the profile, what ideas do you, the job seeker, and his/her supporters have for potential

Putting plans into action:

- **30-Day Plan**



30-Day Placement Plan

What is it?

What are the advantages of using one?

Who is involved?



A Living, Breathing Document

- When do you write one?
- How do you write one?
- Keeping the momentum- updating the plan



Networking Helps Job Seekers...

- Find jobs with better wages
- Secure jobs with more hours
- Shorten length of job search



Networking & Job Placement

Networking can help make
your job easier!

Use Your Networks & Follow Up



Perform Well Thought Out Job Development

Always match the job seekers skills to the employer's needs

Both the job seeker *and* the employer are your customers



How to Help People Be Successful at Work



Clarifying the Employer's Role



Chris' Job Dev't Struggle

About Chris

- Dream Job - being a host on a show
- Has extensive knowledge of music trivia
- Is blind & has moderate CP & ID
- Can not read Braille
- Depends on The Ride

Work Experience

- For 12 yrs. job dev't has focused on his phone/computer skills
- Past jobs include:
 - Epilepsy Foundation: call customers for donations (1 yr.)
 - Paralyzed Veterans: call customers to buy products they were selling (3 mos.)
 - Boston Globe: call customers to subscribe to paper (1 yr.)

Chris (2)

A New Focus

- Wanted job using his music knowledge rather than past work experience
- Completed a new person-centered planning process

Next Steps

Looked at number of leads

- *What types of businesses would be good to explore for Chris?*

Chris (3)

Currently

- Proposed to a Nursing Facility: A few times/month, Chris will direct entertainment for residents
- Did “pilot” show for nursing facility. It went well, negotiated an ongoing scheduled event with pay - annual contract has been renewed for 4th year

Challenges

- It took many months to develop this job
- Contacted many nursing homes before finding one that was interested
- Chris would now like to expand his work to other nursing homes in the area

Chris' Video



Wrap Up and Questions

