INNOVATIONS IN EMPLOYMENT SUPPORTS
Creating Connections: Developing Opportunities

About today
• Today’s schedule
• Sign in and sign out
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• Engage!

1. Employment 101
2. Discovery: Assessment and Planning
3. Creating Connections: Developing Opportunities
4. Advanced Job Coaching Skills
5. How to Deliver the OPWDD Designed Work Readiness Curriculum
6. Pathway to Employment: OPWDD Required Training
7. Supporting Employment: Medicaid Service Coordinators & Brokers
8. Quarterly Director’s Meetings

www.humanservicesed.org
THE FOUNDATION

Mission: We help people with developmental disabilities live richer lives.

Vision: People with developmental disabilities enjoy meaningful relationships with friends, families and others in their lives, experience personal health and growth and live in the home of their choice and fully participate in their communities.

Key Elements of HCBS Settings Regulation

• The setting is integrated in, and supports full access to, the greater community;
• Selected by the individual from among setting options;
• Ensures individual rights of privacy, dignity and respect and freedom from coercion and restraint;
• Optimizes autonomy and independence in making life choices; and
• Facilitates choice regarding services and who provides them.

WHAT IS INTEGRATED EMPLOYMENT?

• Work settings where workers with developmental disabilities have opportunities to interact with, and work alongside, co-workers who do not have disabilities are considered integrated.
• If supervisors, job coaches and other staff are the only people without disabilities that workers interact with, then the setting does not meet the definition of integrated.
What are we trying to do?

Learn all about a person → Make job matches → Job coaching

Where does Discovery happen?
- Community Pre-Voc
- Pathway to Employment
- Employment and Training Program (ETP)

How do I determine the best program for an individual?

Where do I learn about Discovery?
Where does Job Development happen?

- Employment and Training Program (ETP)
- Intensive SEMP

How do I determine the best program for an individual?
How do I learn how to develop business relationships?

Where does Job Coaching happen?

- Intensive SEMP
- Employment and Training Program (ETP)
- Extended SEMP

How do I determine the best program for an individual?
How do I learn how to job coach a person?
Why am I here?

• Connections are everywhere!
• Connections = Relationships
• Relationships lead to opportunities

Today...

Purpose: To learn the most effective way of establishing connections in work/volunteer community settings

Process: Discover fears, identify strategies and PRACTICE!

Payoff: Comfort gained, stronger identity and tools for your toolbox.
National Trends

Job Search 1995
- Paper application
- Newspaper ads
- Face to face networking
- Faster hiring

Job Search 2016
- Online application
- Company websites
- Social media networking
- Assessments and questionnaires
The Latest...in Employment

- Workforce Innovation and Opportunity Act
- Employment First Initiative
- School to Work Transition
- Partnering with business

Getting Prepared:
Are you ready?

Do you:
- Know your stuff?
- See yourself as bridge-builder?
- Ask questions to cause conversations?
- Keep your “presentation” simple

“By failing to prepare, you are preparing to fail”

Benjamin Franklin
The Rule of Networking

People will DO business and REFER business to those people they know and TRUST

Who exists within your sphere of influence?

The Shift to Business Thinking

- Social trends/generational influence
- Knowing economic trends
- Growth and disruption of industries

Where are the opportunities?

Community Mapping

Discover 3 relationship building opportunities
Volunteer and Training Resources

- Energize, Inc. - Everyone Ready®
- Idealist.org
- ServiceLeader.org
- Volunteer Match

NYS Department of Labor

- Internships
- Situational assessments
- Career Zone
- Job listings

www.labor.ny.gov

A Taste of Innovation

- Carving
- Creating
- Customizing opportunities
Getting Prepared: Your Tool Kit

- Your “business” image
- Business cards
- Marketing materials
- Testimonials
- Stories
- Leave beind

Degrees of Contacts

- Hot Call
- Warm Call
- Cold Call

The Launch

Brainstorm, Brainstorm, Brainstorm

- Family/friends
- Teachers
- In the neighborhood
- Established relationships

Write it down and keep track!!!
Getting Prepared: Speaking the Language

What Human Service People Say
- Clients and consumers
- Job development
- Job analysis

What Business People Say
- Job candidates and applicants
- Recruitment
- Identification of job functions

The Elevator Pitch

How do we “ADD VALUE”?

- Diversity, inclusion and engagement
- Productivity
- Community image
- Potential for new business
The Follow Up

✓ What is your desired outcome?
✓ What method(s) will you use?
✓ Are you ready to practice?

Exercise

• What are 5 things I want to know about the volunteer or employment site?
• What are 5 things I want the contact to know about our services?

Dealing with Objections

✓ Listen first and seek to understand
✓ Dispel myths
✓ Be ready for FAQs
✓ Provide solutions
The Next Step: The Site Analysis

What are we looking for?
- Workplace culture
- Core, work and episodic tasks
- Patterns of communication/supervision
- Opportunities for “job carving”/creation
- Accommodation possibilities

Is there a match?

Key considerations:
- Have we identified requirements?
- Worksite requirements vs. job skills
  - Are there discrepancies?
- Deal breakers?
- What’s the plan?

The Final Pitch

- Is it a “right fit” for all involved?
- Are we confident in our delivery?
- What are the possibilities?
- Closing the deal
Compassion e Dignity e Diversity e Excellence e Honesty

Data from self/agency reported reasons leaving job 2012-2015

Compassion e Dignity e Diversity e Excellence e Honesty

Trust & Credibility

Celebrating Successes!

✓ Keeping track
✓ Share the story: brag, sing and dance
✓ Host recognition events
✓ Continue the connections
Contact Information

Center for Human Services Education
innovations@humanservicesed.org
www.humanservicesed.org
(585) 340-2051

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