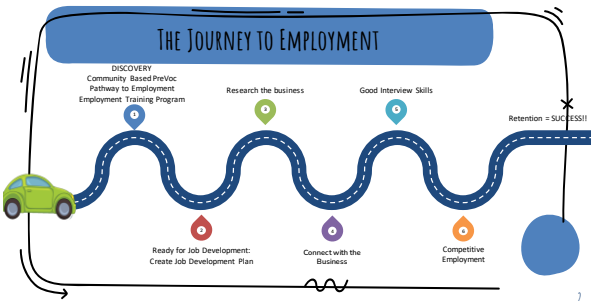
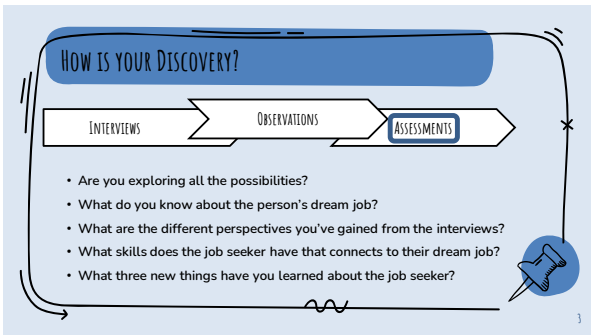




1



2




3

LET'S PRACTICE!

REMEMBER BOB?

- > I play soccer with the Special Olympics
- > I have been attending ABC Day Hab. for 5 years
- > I go bowling with my church group on Thursdays
- > As part of Day Hab I volunteer at a hospital reading to the patients
- > I enjoy riding my bike and going on my dad's boat



The diagram shows a circular process for 'Assessment'. It includes icons for a person with a wheelchair, a person with a cane, a person with a hearing aid, and a person with a white cane. The process steps are: ANALYSIS, GOAL, PLAN, EVALUATION, and GO. The word 'ASSESSMENT' is written in the center.

4

RECOMMENDATION: JOB DEVELOPMENT

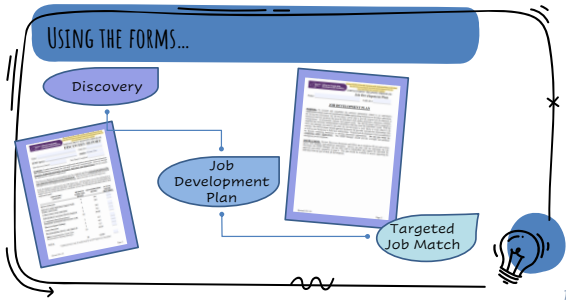
BOB WOULD MAKE A GOOD EMPLOYEE
VS.
WHAT DID YOU LEARN THAT MAKES YOU BELIEVE THAT
BOB WOULD MAKE A GOOD EMPLOYEE

5

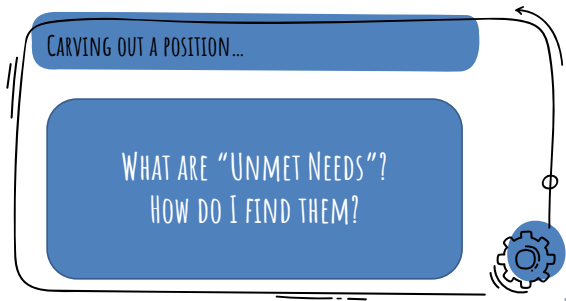
RECOMMENDATION

JOB DEVELOPMENT IS THE NEXT STEP

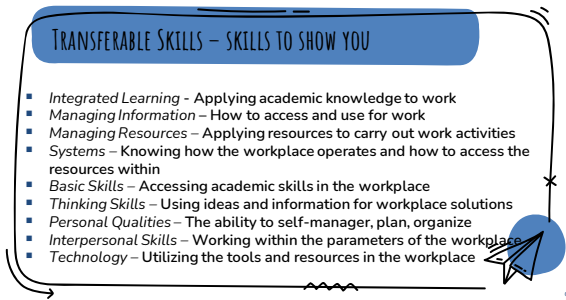
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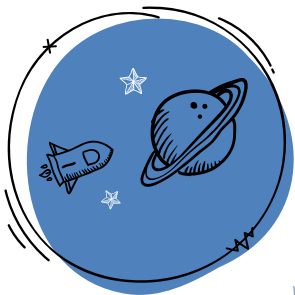
8



9

CAREER EXPLORATION

What are some of the jobs Bob can do, based on his Discovery?



10

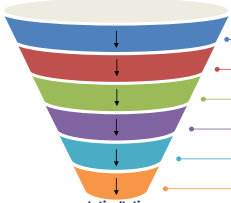
LANGUAGE OF BUSINESSES

Big Box
vs.
Local Owned



11

THE R.O.I. - RETURN ON INVESTMENT



- ETP Internship - No up front commitment to payroll
- Business sees intern can do the job
- Retention Support - Know your data
- Diversity to broaden workplace perspectives
- Coach to reinforce training
- Skills screening

12

MAKE AN IMPACT

SOME COMMONALITIES
TALK FROM THE BUSINESS
PERSPECTIVE:

- Go beyond LinkedIn
- Be transparent
- Listen, Listen, Listen
- Use your experience

13

RESEARCH IS IMPERATIVE

Recruiting new employees may have seemed impossible one year ago, but half of small businesses in the U.S. (51%) plan to hire new employees in 2021.

14

TIPS TO OVERCOME THE 2021 HIRING STRUGGLE

What's the #1 challenge you are facing when it comes to hiring?

Challenge	Percentage
Lack of high-quality candidates	46.9%
Employee turnover	23.8%
Uncertainty about COVID-19's impact on my industry	11.9%
Increased competition for talent	7.0%
Other	3.5%
Evaluating candidates effectively	2.0%

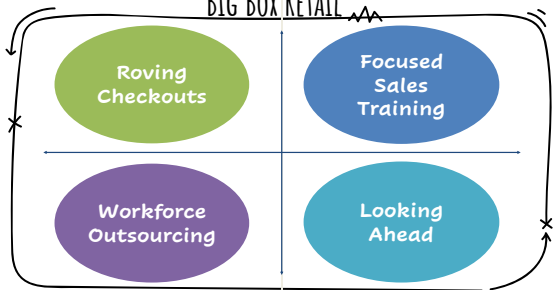
15

LET'S PRACTICE!



16

BIG BOX RETAIL



17

LET'S PRACTICE!



18

INTERVIEW SKILLS FROM THE JOB DEVELOPMENT PLAN

STRENGTHS:

- Hard Skills
- Soft Skill

CHALLENGES:

- Vocational Gaps

WHY THIS IS A GOOD MATCH:

- Experience
- Assessments
- Transferrable Skills

"Tell me about yourself..."

19

CREATING A RESUME

- Where to get information:
- X Job Development Plan
 - X O-Net Online
 - X Job Posting
 - X Where else?

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SUMMARY SLIDE

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Any questions?

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