Demonstrating the Benefits of Supported Employment to Businesses

Innovations in Employment Supports presents

The Journey to Employment

1. DISCOVERY
   - Community-Based Pre-Voc
   - Pathway to Employment
   - Employment Training Program

2. Research the business
   - Good Interview Skills

3. Ready for Job Development
   - Create Job Development Plan

4. Connect with the Business
   - Competitive Employment

Retention = SUCCESS!!

How is your Discovery?

- Are you exploring all the possibilities?
- What do you know about the person’s dream job?
- What are the different perspectives you’ve gained from the interviews?
- What skills does the job seeker have that connects to their dream job?
- What three new things have you learned about the job seeker?
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.

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Bob would make a good employee

Recommendation: Job Development

Recommendation
Job Development IS the next step
Using the forms...

- Discovery
- Job Development Plan
- Targeted Job Match

Carving out a position...

**What are “Unmet Needs”?**

**How do I find them?**

Transferable Skills – Skills to show you

- Integrated Learning - Applying academic knowledge to work
- Managing Information – How to access and use for work
- Managing Resources – Applying resources to carry out work activities
- Systems – Knowing how the workplace operates and how to access the resources within
- Basic Skills – Accessing academic skills in the workplace
- Thinking Skills – Using ideas and information for workplace solutions
- Personal Qualities – The ability to self-manager, plan, organize
- Interpersonal Skills – Working within the parameters of the workplace
- Technology – Utilizing the tools and resources in the workplace
Career Exploration

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

Language of Businesses

Big Box vs. Local Owned

The R.O.I. — Return on Investment

CTP 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
Win/Win/Win
Make an Impact

Some Commonalities

Talk from the business perspective:
• Go beyond LinkedIn
• Be transparent
• Listen, Listen, Listen
• Use your experience

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.

Tips to Overcome the 2021 Hiring Struggle

What's the #1 challenge you are facing when it comes to hiring?
Interview skills from the Job Development Plan

STRENGTHS:
• Hard Skills
• Soft Skills

CHALLENGES:
• Vocational Gaps

WHY THIS IS A GOOD MATCH:
• Experience
• Assessments
• Transferrable Skills

“Tell me about yourself…”

Creating a Resume

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

Summary Slide

Let's Do This!
Thanks!

Any questions?

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