

The Louisiana Customized Employment Project

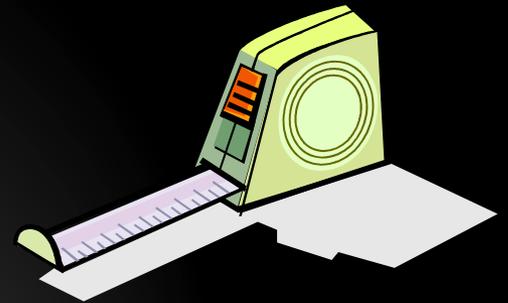


What's in your employment toolbox?

CASSONDRRA HOLLY-GLAUSIER

Overview of the Project

- Collaboration – DOE & LSDVI
- Focus - Most significant disabilities
- Goal -Increase employment opportunities
- Two components of project



Components of Project

Training
for
Faculty / Staff

Certificate
for
students

LA Customized Employment Project Syllabus - Microsoft Word

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Picture Clip Art Shapes Illustrations

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Louisiana Customized Employment Project



Webinar Syllabus

Webinar Description:
The Customized Employment Webinars will be a series of 24 webinars lasting 30 to 45 minutes in length utilizing Adobe Connect, AT & T Connect or Go to Meeting software. The webinars are to be viewed two per week for 12 weeks. This will be an intensive training that uses online learning and a community based work component with a job seeker/student of your choice. Each week the participant will have a home work assignment to complete. The assignment is designed not to be time consuming. The homework assignment will be linked to the webinar content and will include the community component. The idea is for the participant to immediately apply what they have learned. This enhances comprehension and allows for the instructor to provide technical assistance. All materials are resourced from Marc Gold & Associates, TACE Southeast and Dr. Dennis Gibride (Georgia State University).

Webinar Objectives:
Through these webinars participants will:

1. Gain an understanding of the components of the customized employment process.
2. Learn what is Discovery and gain practical experience through applying the skills learned with a job seeker/student.
3. Develop a vocational profile through Discovery that captures the job seeker/ student at his/her best.
4. Learn how to create a visual resume or a video resume using information from profile.
5. Gain valuable resources for making community contacts for employment opportunities.
6. Gain tangible resources to assist in job development and placement.
7. Learn how to create an employment planning team and how to conduct an employment planning meeting.
8. Gain resources to create a Customized Employment Toolkit.

Webinar Requirements:

- Pre / Post survey to assess knowledge, skill development and understanding of the concept. (Survey Monkey will be used)
- Weekly homework to access understanding of the content discussed.
- Community Component for participants to practice using the discovery process with a job seeker/ student.

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REQUIREMENTS

- 24 webinars
- 30 minutes each
- Homework
- Student in mind

Customized Employment Webinars

Webinar Topics

- Customized Employment: What is it?
- Discovery: Why is it useful?
- Video resume / Employment Portfolio
- Employment Team / Meeting
- Creating community contacts



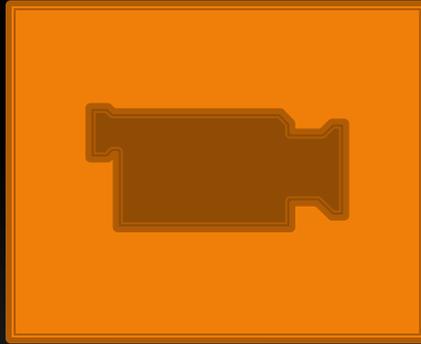
The Customized Certificate

- Three years – Start Discovery
- Two years – Community Internships
- One year – Job Development
- Exiting year – Real job with Real pay

Customized Employment

According to Department of Labor:

“Customized Employment means individualizing the relationship between employees and employers in ways that meet the needs of both. It’s based on the individuals strengths, interest and needs. It’s real work for real pay.”



Video

Ellen Condon & Norciva Shumpert



Focuses on:

“ Who is
the
Person?”

Customized Employment

Customized Employment?

- Is one approach or tool
- It's a rapport builder
- Makes the right connections
- Finds strengths, skills, and interest
- Matches interest with unmet needs



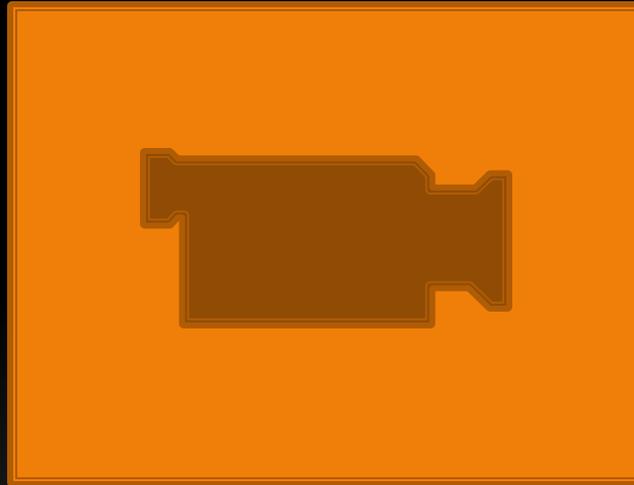
Customized Terminology

Discovery Process	Job Negotiation
Condition/ Contribution	Employment Team
Pictorial or Video Resume	Community Partners

Discovery: Why use it?

- Exploration through observation
- The “road map” for answering questions
- The corner stone for Customization
- Looks at “Who is the person?”
- Discovery finds the skills & interest





VIDEO

Marc Gold & Associates

Discovery Exercise

Discovery helps job retention

- Identifying supports/accommodations
- Uncovering possible transportation needs
- Considering work environment set up
- Exploring social skill demands
- Fostering self-determination

Supported vs Customized

- Demand employment
- Job description
- Job titles
- Market driven
- Ongoing supports
- Job openings
- Unmet need driven
- No pre-existing job description
- Job seeker driven
- Job seeker strengths
- Contribution based



Developing Community Contacts

- Research new businesses
- Job seeker connections
- Chamber of Commerce
- Civic organizations
- Community connections

Kieffer_Krichbaum_Portfolio_(Dani)[1] [Compatibility Mode] - Microsoft PowerPoint

File Home Insert Design Transitions Animations Slide Show Review View Acrobat

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Slides Outline

5 Kieffer's Work Experience

6 Kieffer is a Team Player

7 Kieffer has work experience

8 Kieffer is Dependable

9 Activities Kieffer will bring to your company

10 Kieffer is looking for employers who

Kieffer is Dependable



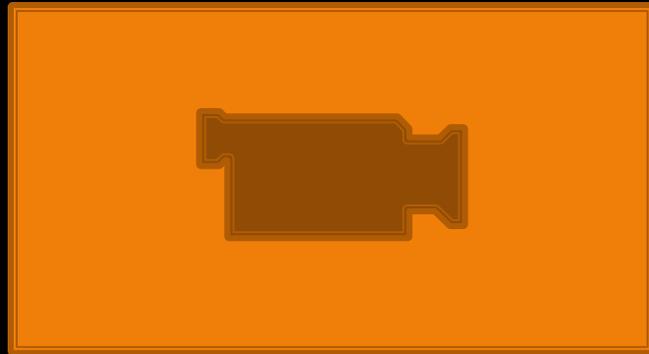
Kieffer checks the mail and makes his bed as part of his daily responsibilities at home.

Click to add notes

Slide 8 of 10 "Glowing puzzle pieces design template" 70%

Employment Portfolios can use pictures or videos to represent the job seeker at his/her BEST.

Employment Portfolio



Video Resume

Resume Resources

- iMovie for iPad
- Windows Media
- Animoto
- Muvee.com
- Smilebox
- Power Point



Job Negotiation

- Negotiated job responsibilities
- Set of strategies with specific benefit
- Finding best possible fit
- Uses essential selling points
- Use visual resume or pictorial resume
- Gather Customized Employment material

Customized Employment Resource

- Office of Disability Employment Policy
- Association for Supporting Employment First (APSE)
- Marc Gold & Associates
- Griffith – Hammis Associates
- Start-Up USA
- Louisiana Customized Employment Project

Project Contact

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