

CUSTOMIZED EMPLOYMENT:
INVENTIVE APPROACHES TO CAREER DEVELOPMENT FOR ANYONE, ANYTIME,
ANYWHERE

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Day One

Introduction & Review of Agenda

Team Formation

Exercise: 6 Degrees of Separation

House Exercise

Team & Individual Introductions

What We Came to Learn/Areas of Job Development Concern

Values of Community Employment

Mission Drives Accomplishment

Video Clips: Customized Wage Employment (Competitive, Supported and Self Employment Examples from across the country)

Video Clip: Employment Discrimination Today

The Parameters of Customized Employment: Zero Exclusion, Partial Participation, Interdependence, Self-Determination

Customized Employment Examples: Slides

Civic Entrepreneurship & Social Capital: Understanding Community & Employers

Fear of the Community and what we can do about it

Team Exercise: Community Membership-How do you Belong?

Peer Marketing Examples

Get Tiffany A Job: The Kiwanis Project

Resource Ownership and Job Creation

Exercise: The Customized Job Design on the Street

Marketing From a Customized Employment Perspective -Slides

Day Two

Community Image & Customer Service

Sales and Marketing Background

Video: Examples of Sales, Job Development, Image

Job Design Strategies in Vocational Rehabilitation:

 Cold Calls Vs Warm Calls

 Leave Behinds: Picture Books & Fact Sheets

 Confidentiality & Resumes

Negotiation & Influence in Job Development

Team Review: Change Cycle; Problem Solving Pyramid
Influence Types & Motives: Behavior Characteristics Exercise
Relationship Selling/Influence Action Planning
Handling Employer Objections
Exercise (Lunch Break): Find 6 Influential Citizens

Essentials of Self-Directed Career Planning

Person Centered Planning Process (a review)
The Customized Job Design Format
Personal Financial Assessments: Social Security, WIA, VR and other assets for Leveraging Careers

Active Business Councils & Business Development Teams

Rationale
Rules of Operation
Membership & Representation
Peer Referral Process
Community Presence & Participation
Business Council Integration with Job Development Actions

Natural Supports & Other Customized Employment Concepts

Facilitation of Natural Supports
Essential Components of Natural Supports
Recognizing Corporate Cultures
Team Exercise: Recognizing Worksite Cultures
(Video review & Team discussion)

Job Creation, Job Carving, and Small Business Development

Partial Participation
Intersecting Tasks and Long-Term Natural Support
Video review & discussion: Kip; Keith, Ti, Terry, Lissie, Rona, Joe and others
Strategies for getting Beyond the Job Description

Putting It All Together

What to do on Monday morning

Adjourn