You have completed a Discovery Staging Record (DSR) and have created a profile that includes the job seeker's ideal conditions of employment and Vocational Themes™. You know the person's skills and preferences. Creating the Lists of Twenty consists of taking each of the three themes and identifying twenty places nearby where that theme is present or valued.

Make sure to have discussions (in-person or virtually) with team members--and other appropriate people you met during Discovery--to identify possible businesses to contact. The businesses that you will approach will align with the employment-seeker's confirmed Vocational Themes and Ideal Conditions of Employment.

An effective way to help you tease out places for the list is to take a theme and brainstorm a list of the things that are associated with that theme. For instance, we were working with a young man who had a theme of "music." He wasn't a musician but he was very interested in things related to music. In the brainstorming session, his team came up with over 30 ideas of things related to music. Some of the ideas included: performance, security, catering, elevators, churches, recording/production, fashion, transportation, instruments (construction and repair), etc.

It is important to point out that this exercise is best done with a group of people (team) who are committed to the success of the employment-seeker. Engaging a few people increases the potential for many ideas and we all know that in order to get a great idea, you need a lot of ideas.

Repeat this for each of the three themes. Once you have completed the brainstorming and have the initial list of things related to the theme the next step is finding places in your community where that thing is done. People we have trained to use this exercise have found it to be very effective in generating lists.

Below is an example of a completed Lists of 20:

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| **Theme 1:****Transportation** | **Theme 2:****Construction** | **Theme 3:****Culinary** |
| 1. Hamilton AutoBody2. Engine Rebuilders3. Car Craft Auto Parts4. Burlington Northern Railroad5. County Airport6. Valley Country Club (golf cart maintenance)7. All-Parts Truck Salvage8. Taylor's Auto Upholstery9. House of Color Pinstriping10. Gomer's Tire Recapping11. Motor Sports ATV Sales/Service12. Snow Mobiles of the Rockies13. Darby Go-Carts & Corn Maze14. Phil's Snow Removal15. Sanderson's Gravel & Grading16. Hobby Home (Radio Controlled cars, planes, drones)17. Mountain-Line Freight18. Western Geologists (aerial photography, sonar trucks)19. Kubota Tractor Sales & Repair20. Gilcrest Small engine Repair | 1. M & H Trailers (welding/fabrication)2. Donaldson Cement3. Stevensville Playhouse4. Alpine Log Homes5. Big Hammer Construction6. Building Industry Association7. County Zoning Office8. Gem State Equipment Rental9. Hewitt Pool & Spa Makers10. PowerWashers Deck & Siding11. HighWater Custom BoatWorks12. U.S. Forest Service13. Stream Habitat Restorers14. Weldwood Truss & Beam15. Big Sky Builders16. Valley Irrigation District17. Tier 1 Metal Buildings18. Deneve Cement Contractors19. Del's Sheet Rock20. Last Best Fencing | 1. Laughing Goat Cheese Company2. Mountain Coffee Roasters3. Sedgwick Organic Farm & Produce Wholesalers4. Lifeline Creamery5. USDA Regional Office6. County Ag Extension7. Red Rooster Artisan Bakery8. GrainMakers Natural Feed & Flour Mill9. Estrella Spice Company10. Katina's Catering11. Burnt Fork Chocolate Makers12. Trapper Creek Wine & Mead13. Wild Rose Emu Ranch14. Eat Wild: Game Processing15. H & H Jerky16. Bitterroot Brewery17. Darby Farmer's Market18. Mountain View Orchard & Distillery19. Moo Poo Compost20. Bee Happy Apiary |