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:

|  |  |  |
| --- | --- | --- |
| **Theme 1:** **Transportation** | **Theme 2:** **Construction** | **Theme 3:** **Culinary** |
| 1. Hamilton AutoBody 2. Engine Rebuilders 3. Car Craft Auto Parts 4. Burlington Northern Railroad 5. County Airport 6. Valley Country Club (golf cart maintenance) 7. All-Parts Truck Salvage 8. Taylor's Auto Upholstery 9. House of Color Pinstriping 10. Gomer's Tire Recapping 11. Motor Sports ATV Sales/Service 12. Snow Mobiles of the Rockies 13. Darby Go-Carts & Corn Maze 14. Phil's Snow Removal 15. Sanderson's Gravel & Grading 16. Hobby Home (Radio Controlled cars, planes, drones) 17. Mountain-Line Freight 18. Western Geologists (aerial photography, sonar trucks) 19. Kubota Tractor Sales & Repair 20. Gilcrest Small engine Repair | 1. M & H Trailers (welding/fabrication) 2. Donaldson Cement 3. Stevensville Playhouse 4. Alpine Log Homes 5. Big Hammer Construction 6. Building Industry Association 7. County Zoning Office 8. Gem State Equipment Rental 9. Hewitt Pool & Spa Makers 10. PowerWashers Deck & Siding 11. HighWater Custom BoatWorks 12. U.S. Forest Service 13. Stream Habitat Restorers 14. Weldwood Truss & Beam 15. Big Sky Builders 16. Valley Irrigation District 17. Tier 1 Metal Buildings 18. Deneve Cement Contractors 19. Del's Sheet Rock 20. Last Best Fencing | 1. Laughing Goat Cheese Company 2. Mountain Coffee Roasters 3. Sedgwick Organic Farm & Produce Wholesalers 4. Lifeline Creamery 5. USDA Regional Office 6. County Ag Extension 7. Red Rooster Artisan Bakery 8. GrainMakers Natural Feed & Flour Mill 9. Estrella Spice Company 10. Katina's Catering 11. Burnt Fork Chocolate Makers 12. Trapper Creek Wine & Mead 13. Wild Rose Emu Ranch 14. Eat Wild: Game Processing 15. H & H Jerky 16. Bitterroot Brewery 17. Darby Farmer's Market 18. Mountain View Orchard & Distillery 19. Moo Poo Compost 20. Bee Happy Apiary |