

THE IMPORTANCE OF EMPLOYMENT



Defines you
as an adult



Demonstrates
capabilities



Promotes development
of rich social networks

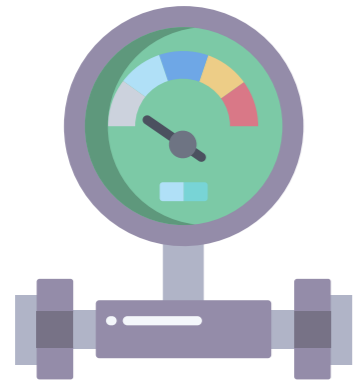


Independence



A sense of purpose

EXPECTATIONS MATTER



Low **expectations** = **Lack of access** to work

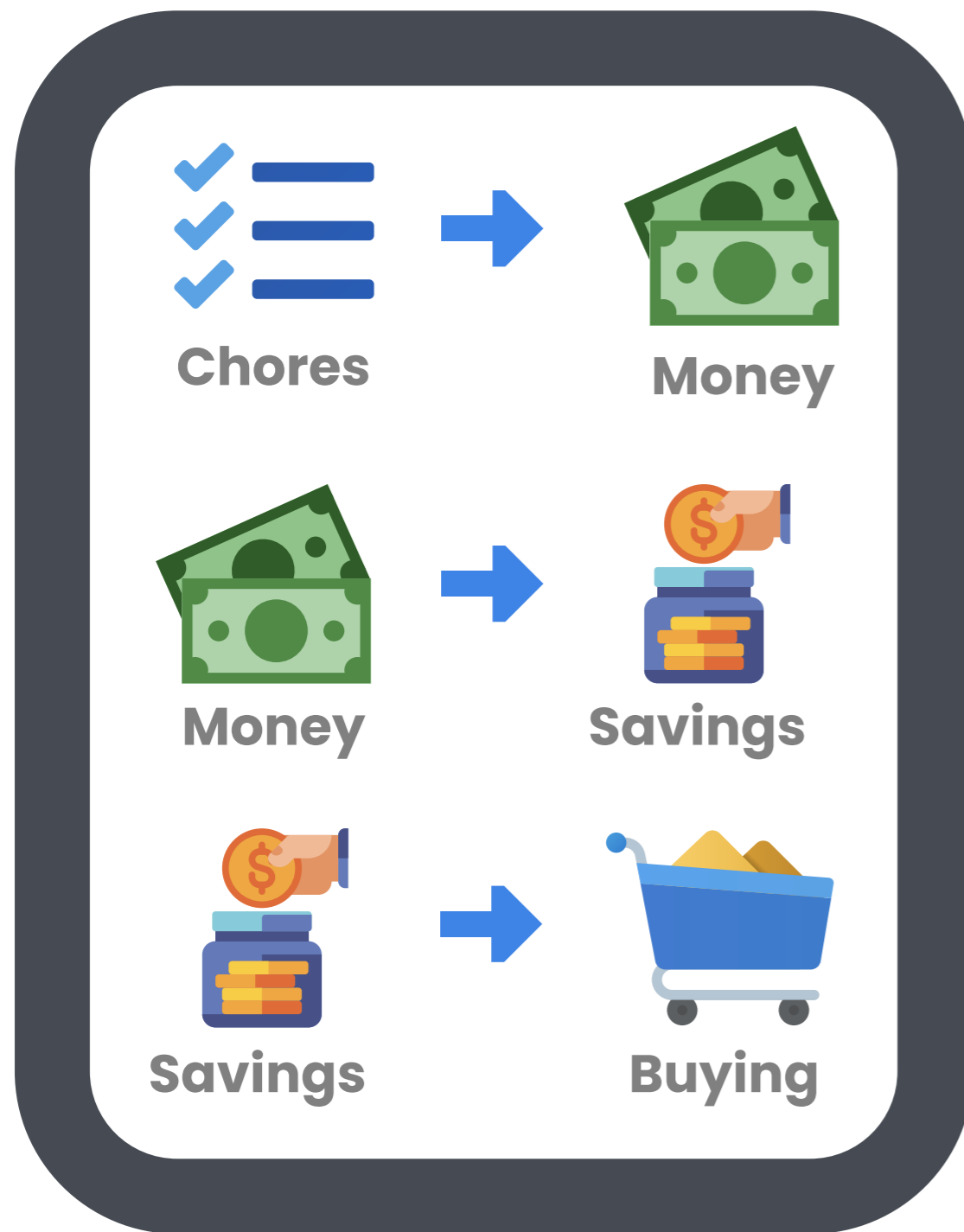


Families with employment expectations are **more likely** to support their family member to be **employed**



Instill **employment goals**

THINGS TO DO AT HOME



Ensure kids have responsibility



Assign and teach chores



Instill Accountability



Learn to **take public transit** or taxis independently

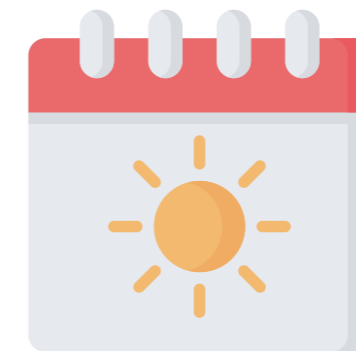


Develop **money skills**

THROUGH THE TEEN YEARS



Ensure a job is identified in the Individualized Educational Plans



Summer and Part-time, after-school jobs

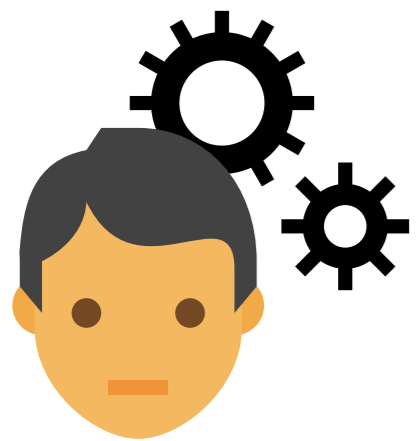


INSIST on good Co-op opportunities
(outside the school in private sector businesses)



Volunteer in the community

ARE YOU READY TO ASK FOR EMPLOYMENT?



Skills required for the job



Motivation willingness to go to work and do the job



Access to the job market



Credibility with the person hiring

WHAT EMPLOYERS WANT FROM JOB SEEKERS



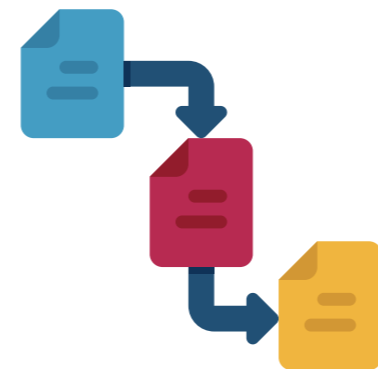
Capable of completing tasks



Available to start immediately



Reliable, on time, ready and willing to work



Dependable and on task, working to their best ability

WHAT DOES THIRD-PARTY REPRESENTATION DO?



Acts on behalf of candidates for job placements



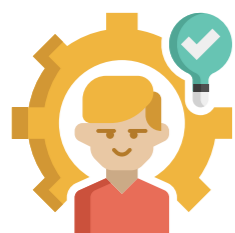
Builds relationships with multiple employers



Matches candidates to jobs



Identifies accommodations if needed

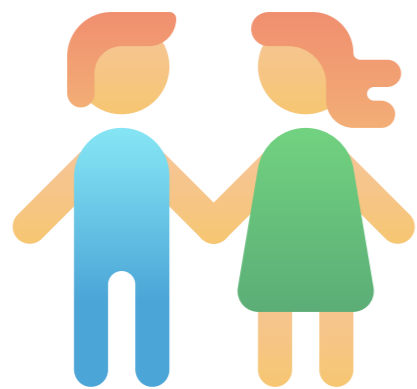


Supports candidates and employers

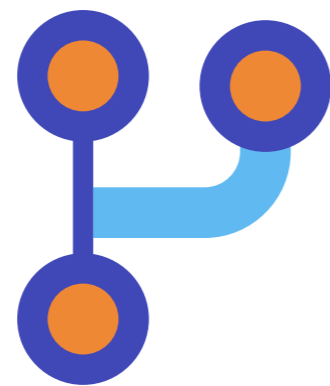
EFFECTIVE THIRD-PARTY REPRESENTATIVES MUST



Understand the needs of employers



Build strong relationships with employers



Become a trusted source

"...regardless of work experience, job development increased the likelihood that a person would obtain a job, and people with no previous work experience had virtually no chance of acquiring a competitive job without job development."

**Allen Anderson,
Employment Consultant,
DTG-EMP**

THINGS THAT *DO NOT* GET YOU A JOB



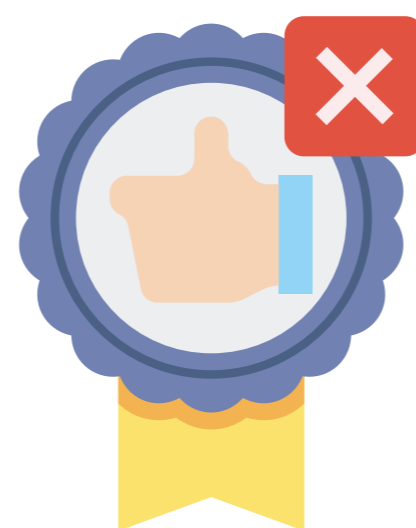
Endless employment workshops



Resume building



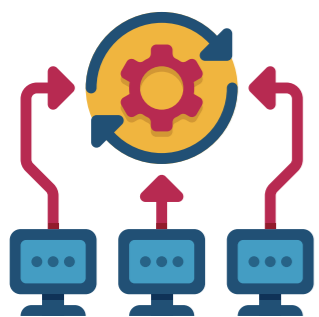
Answering job postings



Go at it alone with limited access and credibility

STRATEGIES THAT CAN GET YOU A JOB

Connect with Employment agencies that



Build on relationships with many employers



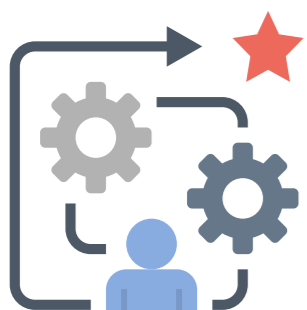
Have supported meetings with potential employers



Gain access and credibility through Third-party Representation



On-the-job training

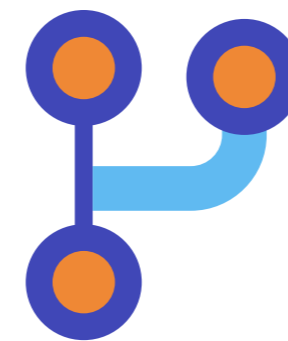


Find or carve out jobs that fit the candidates

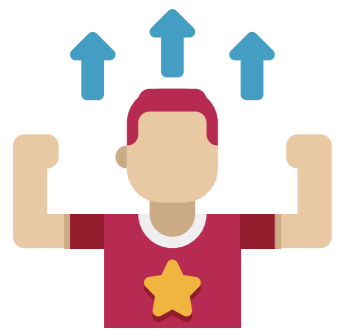
WHAT EMPLOYERS NEED FROM THIRD-PARTY PROFESSIONALS



Sell them on the candidate's ability



Support integration into the job



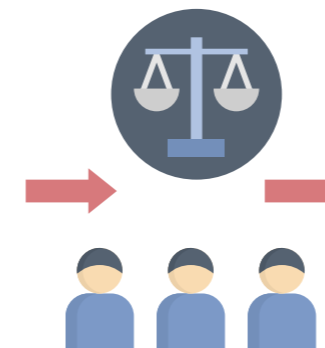
Give them confidence in their hiring decision



Are there to support them when needed



Make the hiring process easy



Ensure a strong work ethic from candidates

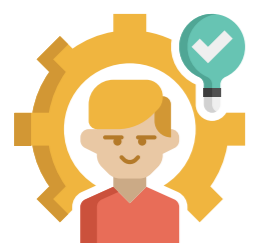
HOW TO SPOT A SUCCESSFUL AGENCY



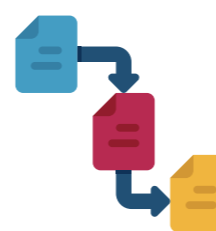
Identifies employment in the open labour market as a goal



Receives funding from multiple *Provincial* and *Federal structures*



Works with *job seekers* of all abilities



Measures *outcomes*



Knows the jobseeker's *interests, abilities* and needs of support



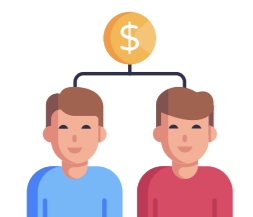
Provides staff with skills to be *effective*



Understands *businesses*



Does not provide congregated *programs*



Works with diverse *stakeholders*

PRECONCEPTIONS EMPLOYERS HAVE ABOUT WORKERS WITH DISABILITY



Low expectations



Not working out



Too much paperwork



Too expensive to accommodate



Very long learning curve

Job Developers can shift the Employer's Perspective by

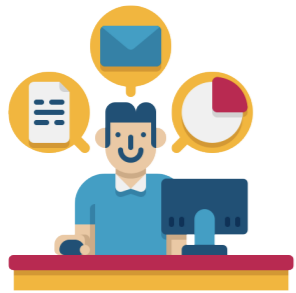
Mediating between the candidate and the employer

Answering the employer's concerns

Supporting training

Following-up with workers and employers

HOW JOB DEVELOPERS SUPPORT BUSINESSES



Know the job seeker



Build from failure



Discover interests



Mediate in the **hiring**

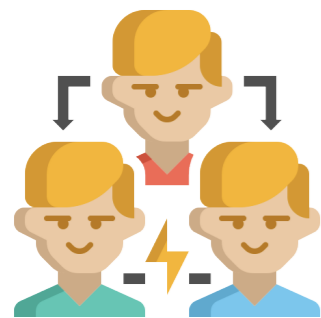


They understand the **needs of the business**



Support placement and retention

HOW THE CONSULTATIVE MODEL BENEFITS JOB DEVELOPERS



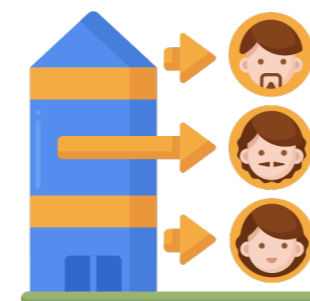
Reach out to current and ***new employers***



Build a long-term ***relationship*** based on trust



Explore & understand their needs



Having a high market share in the ***business community***



Engage and develop capabilities



Knows the job seeker is motivated-reliable and dependable to work

HOW THE CONSULTATIVE MODEL BENEFITS JOB SEEKERS



Connects them with job developers that are ***confident and effective***



Finds the ***right job*** for the job seeker



Instills ***confidence*** in the job seeker



Greater employment ***opportunities***



Lower restrictions on ***who can work***



Enhanced outcomes, both ***quality and quantity***

AN ORGANIZATIONAL STRUCTURE THAT WORKS



Makes the *process easier* for job developers



Is a *leader* in the employment system



More and varied *employers*



Builds the employer *relationship* for repeat *business*

KEY POINTS TO RELATIONSHIP-CONSULTATIVE SELLING



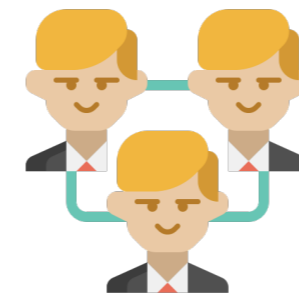
Needs to be output-driven



Staff is trained and supported on **consultative selling strategies**



Maximizes the relationship with employers



Embedded in the **organizational culture** and practice



Implements a fidelity model to measure its processes



Build longer term **relationships** based on trust

JOB DEVELOPERS SHOULD ALWAYS



Know the employers needs before you present the candidate



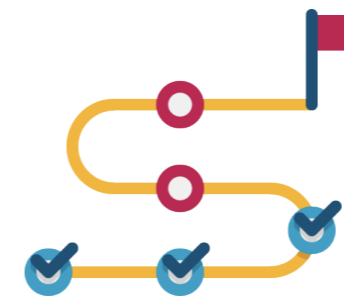
Identify hidden jobs before they are posted



Employer trusts you so they will trust your ***recommendation***



Work with the employer rather than advocate for your client



Follow up with job seeker and employer

JOB DEVELOPERS SHOULD BE CONFIDENT AND MANAGE PERCEPTIONS



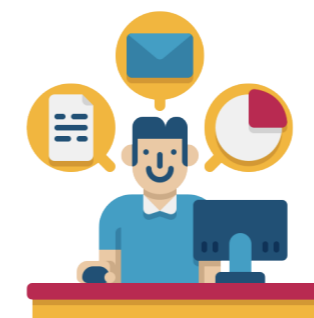
Help job seekers in ***self-discovery*** and ***independence***



Provide ***motivation*** and work training if needed



Clarify their needs of support around employment



Help them manage the working environment on their own



Evaluate if they are ***MRD***
(Motivated-Reliable-Dependable)



Analyze and understand the consequences of their choices

BUILD FROM FAILURE AND AIM FOR SUCCESS



Confidence is the *key* to
all hiring decisions



Gain the employer's **trust**



All hiring decisions are based
on **perceptions**



Move the employer's perception from
negative or neutral to **positive**



Believe in the candidate's MRD –
Motivation, Reliability, and Dependability

WORKING WITH CANDIDATES OF ALL (DIS)ABILITIES



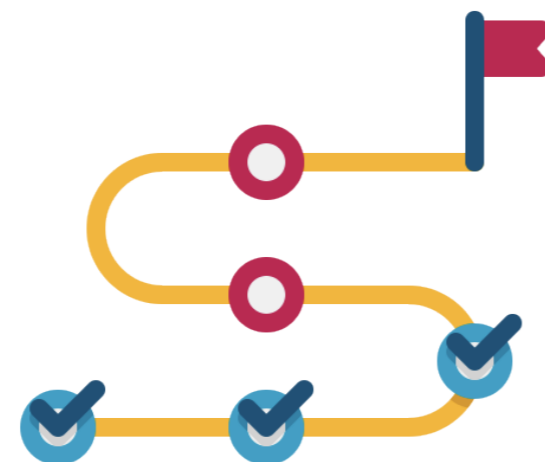
Prepare for the job not working out



Create a transition **strategy**



Provide long-term **support**



Candidates with a developmental disability may need from 3-5 jobs to settle into their **career path**