

# IT'S A LONG ROAD TO LONG TERM JOB SUCCESS. DON'T GIVE UP.



## PREPARE FOR UPS AND DOWNS. IT CAN TAKE UP TO FIVE ATTEMPTS TO FIND THE RIGHT JOB FIT. TREAT IT AS A LEARNING EXPERIENCE, NOT FAILURE.

Prepare for the job not working out. If it doesn't, this is an opportunity to learn more about what your job candidate needs and is looking for. It's hard to predict what the best job fit will be without trying a few first. Job Candidates with a developmental disability may need from 3-5 jobs to settle into their career path. Move away from the fiction that the first job is the charm.

For job candidates with developmental disabilities, you must approach the job search differently.

- ◆ **Find jobs** that suit the job candidate, rather than having job candidates compete for posted jobs
- ◆ **Understand** employer's needs before presenting the job candidate to meet those needs
- ◆ **The job candidate** must be in control of what job they take. While they should be encouraged to take risks, they need to be motivated or they will not succeed
- ◆ **Reinforce** there is no shame to job candidates when it doesn't work out – instead they can learn from the experience to find the right role

## CRACKING THE HIDDEN JOB MARKET THROUGH RANDOM LEAD GENERATION

Look for opportunities that are not announced in traditional ways. Cold call potential employers randomly. Ask them five questions:

- 1. Are you hiring?** Yes or No
- 2. What is the job?** Job title or description
- 3. Who is in charge of that?** Name and contact information
- 4. What is the rate of pay?** Looking for a living wage
- 5. Have you advertised?** Hidden or open Job Market

The last question is important: **"Have you advertised?"** If they haven't advertised, that may be a good opportunity. In that situation, the job candidate is not in competition for the spot.

## EXPAND OPPORTUNITIES WITH GOOD QUESTIONS

Opportunities for people with developmental disabilities may not reveal themselves on their own. Questions may need to be asked.

- ◆ **"What things** are fundamental to driving the success in this business?"
- ◆ **"What are the simplest** jobs here and how easy is it for you to find and retain long-term employees for those jobs?"
- ◆ **"My job candidate specializes** in routine, simple jobs. Do you have any opportunities where someone like this would be a benefit to you?"
- ◆ **"If my candidate would stay** longer in simpler, routine jobs, would that interest you?"

## EMPHASIZE YOU CAN MEET THE KEY EMPLOYER NEEDS – PLAY THE C.A.R.D.

- ◆ **Capable** –The person can complete tasks to the employer's minimum requirements
- ◆ **Available** –The person can start work immediately or when the employer needs them
- ◆ **Reliable** –The person will be at the job every day, on time, and ready to work
- ◆ **Dependable** –The person will stay on task and work to the best of their ability



*"Having a large pool of employers is extremely important because there is a large range of skills that many people with a barrier possess".*