

# 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

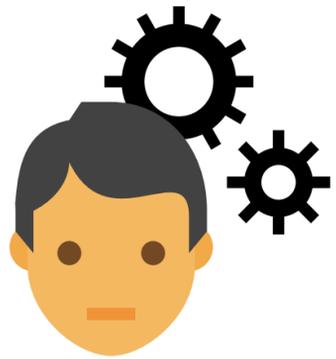


**INSIST on good** Co-op opportunities  
(outside the school in private sector businesses)



**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



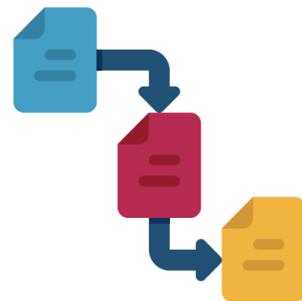
**Capable** of completing tasks



**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

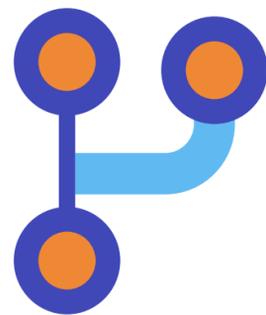
# EFFECTIVE THIRD-PARTY REPRESENTATIVES MUST



***Understand*** the needs of employers



***Build strong*** relationships with employers



***Become*** a trusted source

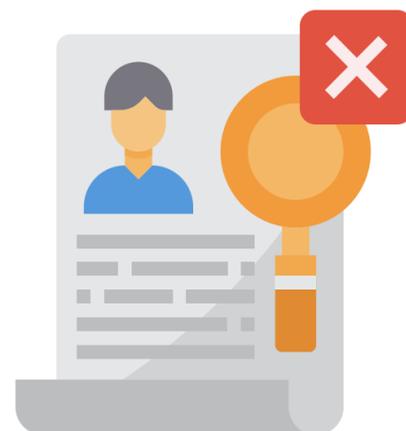
*"...regardless of work experience, job development increased the likelihood that a person would obtain a job, and people with no previous work experience had virtually no chance of acquiring a competitive job without job development."*

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

# THINGS THAT *DO NOT* GET YOU A JOB



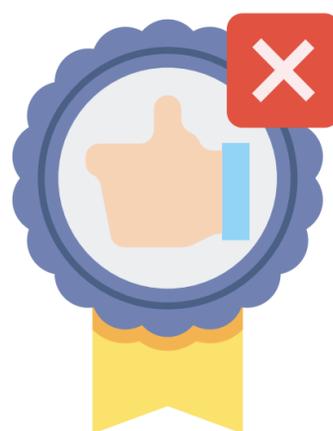
***Endless*** employment workshops



***Resume*** building



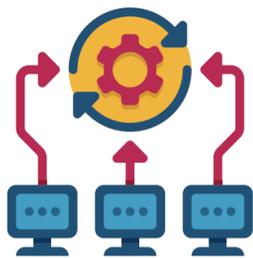
***Answering*** job postings



***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

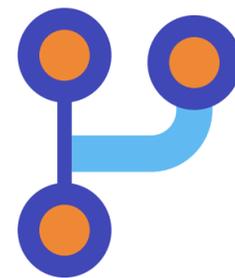


***Find or carve*** out jobs that fit the candidates

# WHAT EMPLOYERS NEED FROM THIRD-PARTY PROFESSIONALS



***Sell them*** on the candidate's ability



***Support*** integration into the job



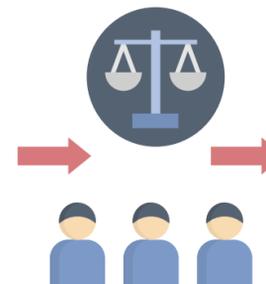
***Give them confidence*** in their hiring decision



***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



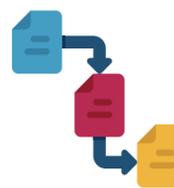
*Identifies employment* in the open labour market as a goal



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**

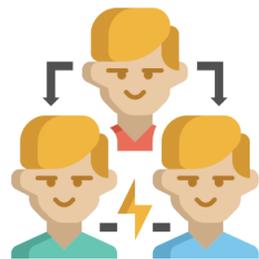


They understand the **needs of the business**



**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



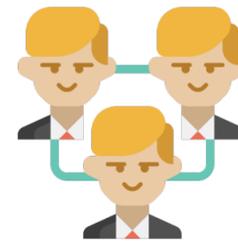
**Needs** to be output-driven



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



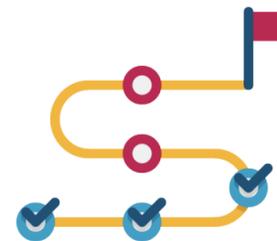
***Identify*** hidden jobs before they are posted



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



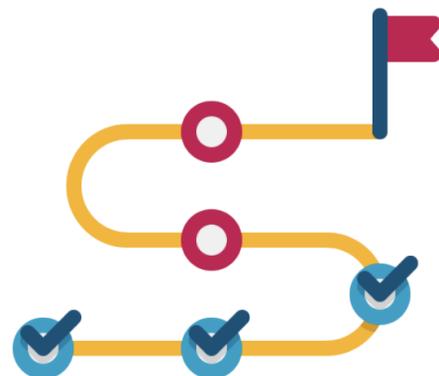
**Prepare** for the job not working out



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**