

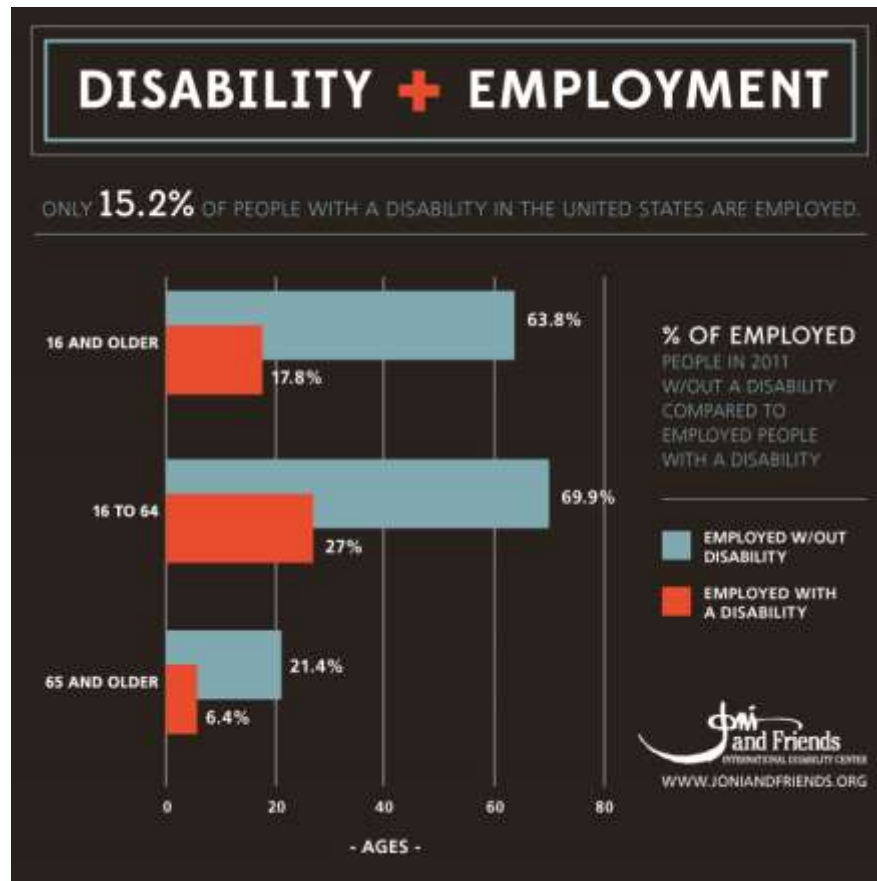
From Good To Great

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Are we Managing or Solving the Unemployment Problem?



Organizational Transition to Employment First

Transition to Employment 1st Organizational



Social Capital...

Robert Putnam defines Social Capital as “*the social networks and the norms of trustworthiness and reciprocity that arise from them.*”

Social Capital Stickiness...

Team Discussion:

Where is your Organization in terms of Outer Focus?

How is your Organization enmeshed with the Economic Life of the Community?

Does the Community know who you and your agency is and what you do?

How are Consumers connected to Neighbors & friends?

Social Capital Focuses on:

Who knows Whom (Social Networks)

The Character of these Networks

The Strength of our Ties

Levels of Trust

Levels of Reciprocity

Knack, S. (2001); Sander & Lowney, (2006)

Big Sign Syndrome

Operational Definition: The more typical Job Finding practice of visiting Big Box Businesses and filling out applications that often include personality testing, that leads to multiple interviews where people with disabilities are then COMPARED to large numbers other job seekers who do not have disabilities for the same job

Since 2007 a large number of large retail businesses have curtailed the hiring of people with significant disabilities.

Today's Current Reality

Currently only 19% of individuals with developmental disabilities are receiving support in attaining integrated employment after high school.

Projections show that the graduation rates for people with autism are going to increase by 400% in the next 10 years.

Some national projections show employment numbers for people with mental health issues continue to be very low.

“The Labor Market”

- From SE to CE
- The crash of 2008
- Large Human Resource Departments
- “Qualified Job Candidates”
- The Comparative Model of Employment
- Applying for jobs online
- Multiple Interviews

JOB DEVELOPMENT OR JOB FINDING?

- People under pressure don't work better they just work faster!!
- Bad job matches are very costly, to job seekers, employers, employer relationships, and the funding system.
- Free work competing with paid work.

Focusing on Smaller Businesses

- Using Customized Job Development Strategies we are having the most success working with single owner business and small businesses with 1-19 employees

How Most Jobs Are Found

- Employment Agencies- 12%
- Answering Want Adds- 14%
- Networking – 63%
- Other- 11%

Finding Smaller, Artisanal Businesses

- Off of Main Street! (Industrial Parks, etc.)
- Business Groups – Chamber of Commerce listings, Small Business Development Centers
- Cities – check new business licenses issued
- Networking – Small Business Networking Groups, Women’s Networking Groups; Business Networking International (BNI)
- Using Connections/Social Capital

The Plight of the Lonely Job Developer

- One of the limitations of more typical job development strategies is assigning just one person to help someone attain a job.
- Often times this one people assigned to help has a lot of other responsibilities and does not know the community very well or have many social or employment connections.

Relationship Mapping

- Identify people known to the job seeker
- Identify people known to the team who have influence
- Identify your ideal mayor

Vocational Themes Mapping

- We use Vocational Themes Maps to work with people who know the job seeker to help figure out what makes sense to begin looking for employment
- We do this by identifying a job seekers
 - Personal Attributes
 - Skills
 - Conditions/Work Culture
 - Tasks Performed
 - Interests

Community Action Teams

An Employment Team that works closely with a job seeker on employment outcomes for both wage and self-employment.

A School to Work Transition Community Action Team in Motion

- Family and Friends are recruited to assist with Transition beyond the School that worked in concert with the transition coordinator/school job developer on attaining positions based on students Vocational Themes
- A High School recently developed 3 jobs before graduation from leads provided by family and friends on the Community Action Team
- The School District is stepping up efforts in the Community in attempt to find more students jobs before graduation

Neighborhood Mapping

Resources

Employers

Transportation options

Neighbors of interest;

Activities;

Etc.

Neighborhood Mapping 2

- Take a tour of the neighborhood with the individual.
- What are you looking for?
 - Businesses in the neighborhood
 - The culture you can see and feel in the neighborhood
 - Transportation available in the area
 - Beneficial Neighbors
 - Safety concerns that might be present
 - Anything and everything that you can take in

How long does a customized approach take?

In September 2015, the average American looking for a new job took 26.3 weeks (just over 6 months)

Some agencies we have trained are reporting people supporting job seekers with significant disabilities 42% have attained employment within 6 months, and 71% have attained employment in 9 months

Developing an Active Employer Council

- (See Article Attached)
- Use your Board of Directors to help find small businesses
- Use an agencies list of accounts payable
- Invite small businesses that you work with now to connect with other businesses
- Help these small businesses connect and expand commerce.

Fab Lab

- We had a gentleman who is both a genius and an inventor that left us lost at where to start???
- Through a former board member on the Active Employer Council we were able to make connections with a local Fab Lab where retired engineers work with inventors
- This connection lead both to a supporting developing and selling inventions and a paid position

Possible Employment Outcomes

- Typical Wage Position
- Non-Typical Wage Position
- Carved/Negotiated Position
- Resource Ownership
- Supported Self-Employment
- Business within a Business
- Some Combination of the list above

Customized Internships (Maine)

- As part of the Work Force Innovation Act (WIOA) paid internships are a new innovation that will now be available through partnership with Maine Division of Vocational Rehabilitation and the Work Force Development board One Stops

Job Development: Hands-On Approaches

- Customized job development strategies provide short work experiences and other opportunities for direct EMPLOYER ENGAGEMENT.
- Through these hands-on experiences, an array of employment opportunities are discovered that would seldom be “dreamed up”.
- Instead of making sales calls on random businesses, the employment specialist can decode a work place by: interviewing business owners and touring their facilities.

Negotiated Jobs

- Identifies needs of employers that match the skills and interest of a job seeker.
- Job creation removes the job seeker from the comparative process by focusing on tasks could benefit the business.
- Proposal developed to address how job seeker can meet need of employer.

Supply Chain Mining

- Get to know the community and small businesses
- Get to know how things are made and who are business partners
- Not only where things are sold but where are they made
- Wholesale
- Distribution

Informational Interviews

MAKING THE CONNECTION

Researching Businesses for Informational Interviews

- Stop by and case the joint, buy something
- I have lived around here for years and finally stopped by, what is it that you do?
- We are NOT looking for a job right now we are just learning
- I am a vocational counselor and I am working with someone who is interested in what you do
- Can I bring them by for a visit?
- Could we come back so he or she “can get there hands dirty?”
- Do you know other business owners we should visit?

Informational Interviews

- Info interviews should happen with a Manager, Owner, Key Person
- AVOID HR
- Don't ask for a Tour because that's what you will GET!!!
- Look for Opportunities to Help the Business
- Look for Task's that Match the Individual
- Look for Resource Ownership & Small Business Opportunities

The Small Business Job Market Requires a Different Approach

- We avoid Big Sign Syndrome
- We Curtail Retail Job Development
- We Get to Know our Communities
- We Recognize that there's a Lot of Commerce even in the Smallest Communities
- We Create Opportunities thru Economic Development
- We quit going where Every Other Job Developer Goes!

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