

Creative Practices for Competitive Integrated Employment

Justin Blumhorst
Julia Haehn
Belinda Bockrath

Creative Job Search Methods

Job Search

Typical

What does typical job search look like?

1. Locate Job leads
2. Application
3. Follow Up
4. Interview
5. Offer

Job Search

Typical

What Does work with typical job search?

- Preparing for the interview
- Practice the approach for barriers

Job Search

Typical

What Doesn't Work?

- What have people done or said in interviews that have guaranteed they won't get the job?

Job Search

Typical

How did you turn it around or use as a learning experience?

- Pre or Post Interview Advocacy
 - Prepping the Interviewer
- Employer Connections
 - Employers understanding of barriers

Job Search

Non-Typical

How to highlight the person's served abilities?

- Video Resumes
 - Link added to online applications, resumes, etc.
 - Emailed to Managers/HR
- Video References
- “Non-Traditional” Paper Resumes
- Alternative Style Interviews
 - Employer
- Online Presence for the Person Served

Job Search

Non-Typical

Discussion Question: What creative ways have you helped your non-verbal individuals during job search or interviews?

- Cue Card Responses
- Job Site Analysis or Shadow
- Working Interview
- Job Description & Task Rating

Job Search

Non-Typical

How to get the person served in front of the employer?

1. Tours
2. Job Shadows
3. Working Interviews
4. Letters of Interest
5. Video Resume/ References

Mission Statement

Capabilities, Inc. will strive to provide people with differing abilities the maximum support needed to successfully achieve and sustain their goals.

Job Carving
Everyone Can Work



Capabilities

Connecting the dots

Job Carving- What it is and what it isn't

Job Carve

- Creating, modifying or customizing
- Providing motivated staff

Job Carve Is Not

- A charity act or volunteer job
- Not a label

Job Carving- What it is and what it isn't



Job Carving - Where does it start?

Identifying candidates -

- Strengths - Skills - Aptitude
 - Limitations - Weaknesses - Barriers
 - Preferences - Desires - Interests
 - Accommodations - Adaptations
-
- **Starts with Person Centered Service**
 - Creating solutions to barriers (restrooming, medications, transportation, behaviors, schedule needs, physical abilities, etc)
 - Tailoring to fit interests, preferences, skills and supports required for success.
 - Maximizing independence.

How to speak with Employers

Easy as ABC - 123

A - Ask

B - Build

C - Collaborate

1 - Research businesses, contact owners, managers, CEO's, and express interest to learn about their business.

2 - Talk with employers, gain their trust by listening to

- their needs, plans for growth, lack or need for efficiency.
- staffing cost, overtime concerns
- tasks that are needed to support productivity goals
- increase sales
- free up skilled labor for larger needs

3 - Speak in terms every employer wants to hear - how will hiring this person improve productivity or build sales, support efficiently and effectively support staffing needs.

Which would you choose?



Job Carving Real Examples



Taco Bell™ - nacho chip/cinnatwist bagger

Fazoli's™ - breadsticks

Captain D's™ - frozen food portions/baked potato prep

Capabilities - background checks

Capabilities - packets

[Chickasaw Quick Stop](#) - restocking, pump

[CJ's Pizza](#) - folding boxes



on College Chickasaw CQS, mail







Job Carve for the benefit of all!

Make it work?

Ask the person next to you

- What job duty, if taken off you would make you:
More proficient?
More profitable?
More time off to enjoy?
- Carving a job -
 - Is simple!!
 - Focused results!
 - Benefits all!



Learning styles and techniques

Belinda Bockrath - Capabilities

Learning styles

- ▶ Visual
- ▶ Auditory
- ▶ Verbal
- ▶ Physical
- ▶ Logical
- ▶ Social
- ▶ Solitary

Visual learners

▶ **Visual:**

- ▶ Vivid imagination,
- ▶ Thinks in pictures, maps, charts
- ▶ Detail oriented
- ▶ Observant - notice changes to environments
- ▶ Pattern based and organized.
- ▶ Good with body language/expressions.

Auditory learners

▶ **Auditory:**

- ▶ Learn best by listening
- ▶ Musically minded
- ▶ Recognizes names but not faces
- ▶ Enjoys lectures/discussions
- ▶ May repeat instructions back
- ▶ May talk through tasks as they go

Verbal learners

► **Verbal:**

- Rich vocabulary
- Learns new words easily
- Enjoys work/study groups
- Remembers quotes/rhymes
- Reading and writing activities are easy

Physical learners

- ▶ **Physical:**
 - ▶ Coordinated
 - ▶ Learn with activity
 - ▶ Full of energy
 - ▶ Difficult time with focus
 - ▶ Must keep busy

Logical learners

- ▶ **Logical:**
 - ▶ Understand connections with ease
 - ▶ Recognize patterns easily
 - ▶ Work well with numbers
 - ▶ Systematic approach to learning
 - ▶ Stay organized

Social Learners

▶ **Social:**

- ▶ Learn best through communication
 - ▶ Verbal or non-verbal
- ▶ Enjoy being around others
- ▶ Like working in groups
- ▶ Enjoy sharing knowledge with others
- ▶ Good at reading body language

Solitary Learners

▶ Solitary:

- ▶ Self-motivated
- ▶ Like working independently
- ▶ Learn best in an independent and quiet environment

Adapting or Recommending Accommodations

- ▶ Create Solutions
 - ▶ Color coding or sorting
 - ▶ Flip cards or pocket size lists
 - ▶ Picture lists, videos
- ▶ Evaluate if Solutions helped with personal needs.
 - ▶ Try other solutions to see what works.

Learning styles

- ▶ Visual
- ▶ Auditory
- ▶ Verbal
- ▶ Physical
- ▶ Logical
- ▶ Social
- ▶ Solitary

Questions ?

- ▶ www.capabilitiesinc.biz
- ▶ 419-394-0003