Exploring Career Options: Where do They Want to Work?
DC Learners & Earners

Family Webinar Series Session 2

Presenters: Sean Roy and Dale Verstegen – YES! Center
Today’s Agenda

• Understanding the Employment Process
• Benefits of a Positive Personal Profile (PPP)
• Ways the Job Seeker and Family can Gather Information and Explore Career Options
• How to Collaborate with Teachers, Counselors and other People on the Support Team
• Question and answer session
The Destination: Work Experiences
The Employment Process

- Discovery
- Assessment
- Job Development
- Employment
- Workplace Supports
Discovery Process

The question is not \textbf{whether} a person can work, but \textbf{where}.

- Focus on skills, strengths, and dreams
- Gather detailed information
- Match to a existing or “customized” job in the community
Phases of Career Development

Knowledge of Self → Knowledge of Work World

Exploration → Preparation → Employment

Source: Assess for Success, 2007
Awareness of Self

• What are your likes/dislikes?
• What do you need help with?
• To what extent do you contribute to your family and community?
• What talents do you have?
• What are your dreams?
• What hobbies do you enjoy?
• What types of jobs do you do well?

Source: Assess for Success, 2007
Awareness of the Work World

• What is work? Why do you want to work?
• What is a job?
• What are some jobs you know about?
• What kind of job do you want?
• Where do you want to live, and with whom?
• What jobs do your mother, father, and other family members have?
• What type of things do they do on their jobs?
• What is public transportation?
• How would you get to a job?

Source: Assess for Success, 2007
Exploration

• What jobs are you interested in learning about?
• Have you talked to many people who work in the job you would like to have?
• What activities do you do in your spare time?
• Do you enjoy being inside or outside better?
• Do you prefer being with other people, or do your prefer being by yourself?
• Do you enjoy working with your hands and with tools?
• Do you get along with your peers?
• What skills do you have?

Source: Assess for Success, 2007
Discovery is a Different Approach

- An individualized process that results in an accurate description, a \textit{Jobseeker Profile}
- It is not comparative – or evaluative. It is not a test
- It explores ideas based on job seeker’s input- not a pre-determined placements
- Looks at the job seeker’s skills and passions and what business would value these attributes
- It does not happen at a desk in a conference room. It is an active, community-based, engaging process
Positive Personal Profile (PPP)

• A way to “take inventory” of all of the attributes of a job seeker that will be relevant to:
  • Job search
  • Employability
  • Job match

• The best way to gather the info is to observe a job seeker in many different environments!

• Families often provide the most valuable information.
We Want to Know About…

- Values
- Interests
- Support System
- Talents, Skills and Knowledge
- Dislikes
- Creative Solutions and Accommodations
- Specific Challenges
- Learning Styles
- Positive Personality Traits
- Life & Work Experience
- Dreams and Goals
- Environmental Preferences
- Creative Possibilities and Ideas
How can a PPP be Used?

• Developing resumes
• Preparing for interviews
• Developing goals for an individualized plan
• Determining further assessments or work experiences
• Create a list of strongest FEATURES to later use as a selling tool
• Use the Features to Benefits Form

Positive Attributes + Support = Clear Picture
Ways Information is Gathered

• One on one interview
• Observe in group
• File review
• Observe on a job or doing tasks
• Interview relevant professionals

• Interview with family and friends
• Observe at home or in the community
• Standardized tests
• Work simulations
• Community Based Assessments
How Families Support Employment

• Be a partner with school and employment services
• Learn what school and employment service staff know about your family member
• Introduce and get feedback on different types of job
• Try new tasks, how do they learn best?
• Supports they might need on the job
Interagency Roles and Responsibilities

The interagency team should be able to support community-based work experiences in the following ways:

• Approach and negotiate with employers
• Fund work experiences
• Provide or facilitate transportation
• Provide workplace supports when necessary
Activity:

Case Study: Meet Stacy

Complete Stacy’s Positive Personal Profile based on case study
Takeaways

1. A good job match is based on honoring a person’s interests and skills
2. The Discovery Process is used to log important information about their career interests and abilities
3. Work with a team to determine the next steps in the employment process and how the family can contribute
Other Webinars in this Series

Webinar 1: Defining a Good Life: Work Is Possible (June 9)

Webinar 3: Preparing to Work: Building Skills and Matching Job Tasks (June 23)

Webinar 4: The Power of Family: Finding the Right Employment Opportunity (June 30)
Questions?
THANK YOU!

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About TransCen

TransCen, Inc. is a national organization offering web-based and in-person training for state agencies, school districts, provider organizations, and others interested in meaningful work and community inclusion for individuals with disabilities.

Learn more about our work: [www.transcen.org](http://www.transcen.org)

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