

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

Family Webinar Series Session 2

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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 Process

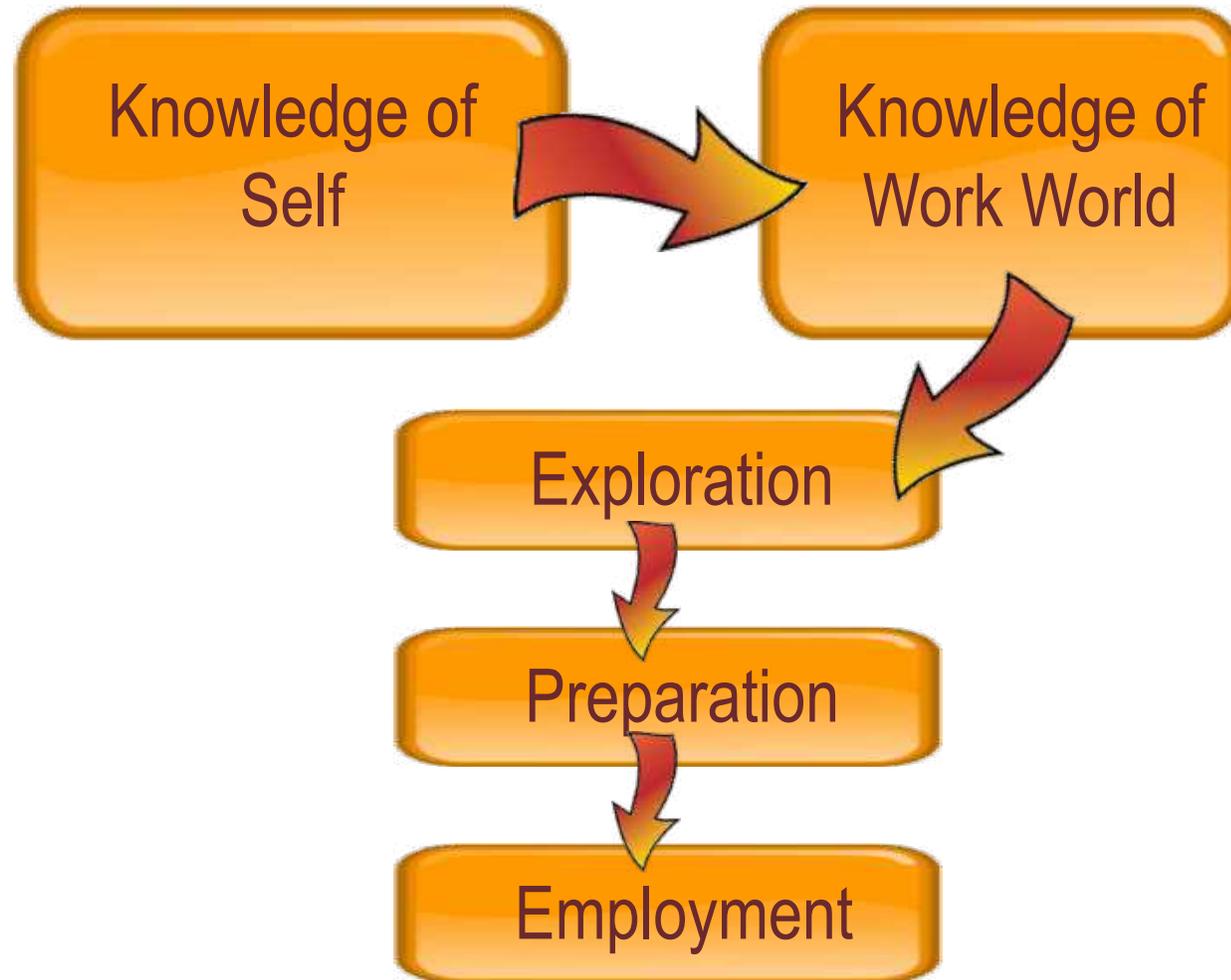
The question is not **whether** a person can work, but **where**.

Focus on skills,
strengths, and
dreams

Gather
detailed
information

Match to a
existing or
“customized”
job in the
community

Phases of Career Development



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?

Awareness of the Work World

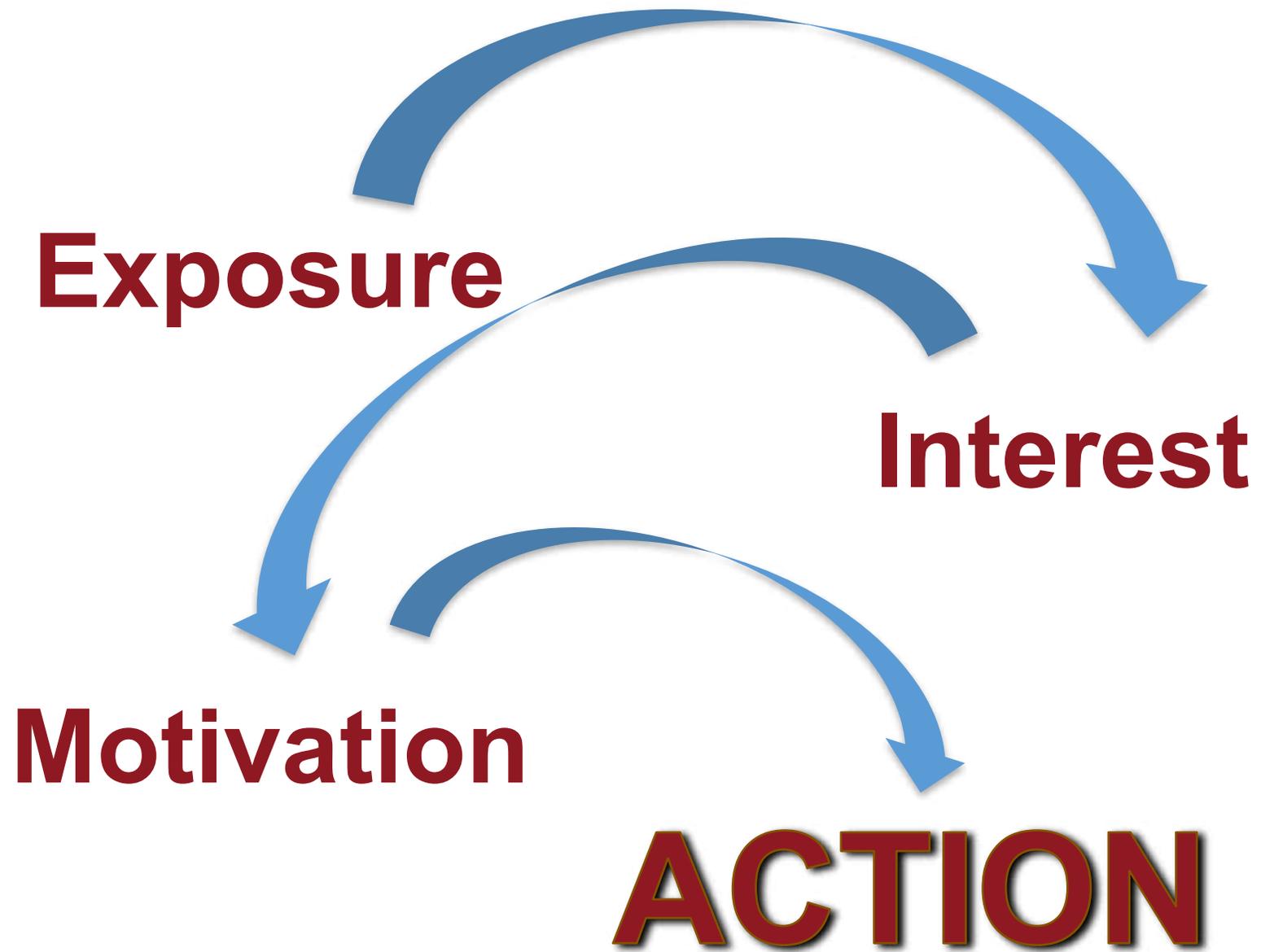
- What is work? Why do you want to work?
- What is a job?
- What are some jobs you know about?
- What kind of job do you want?
- Where do you want to live, and with whom?
- What jobs do your mother, father, and other family members have?
- What type of things do they do on their jobs?
- What is public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

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 you 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?

Discovery is a Different Approach

- An individualized process that results in an accurate description, a *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

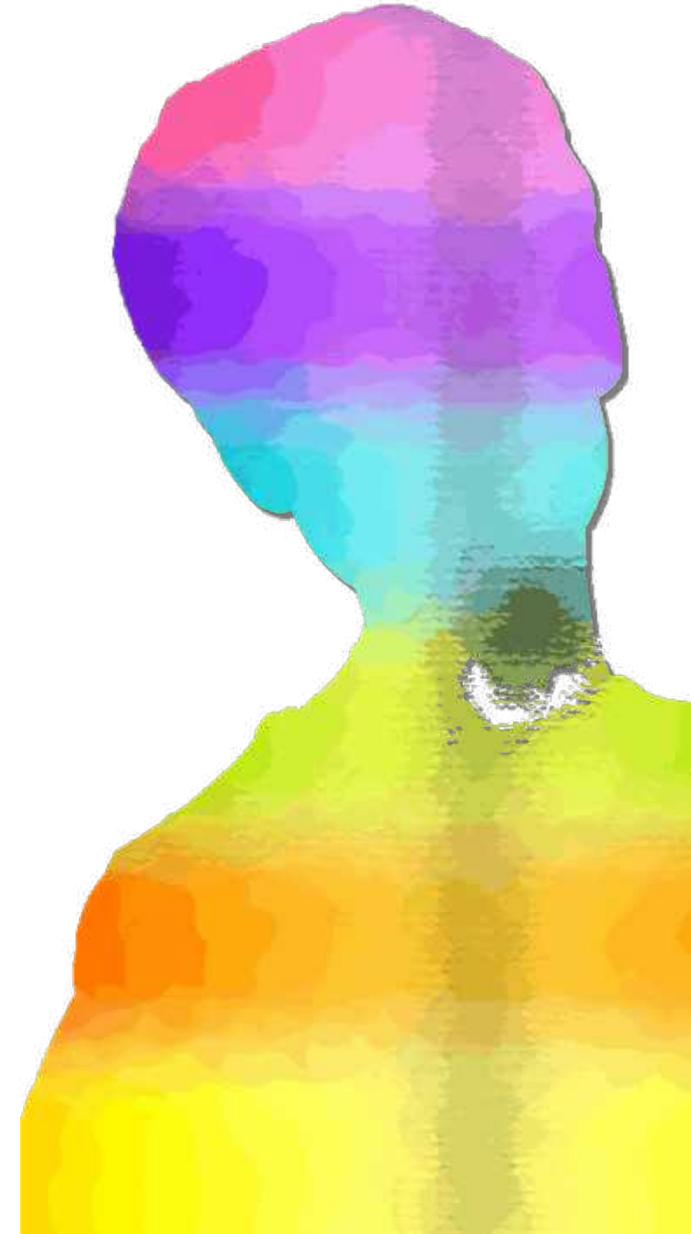


Positive Personal Profile (PPP)

- 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

Contact us at inquiries@transcen.org for more information!



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