

TRANSITIONING TOWARDS EMPLOYMENT-

STEPS OF SUCCESS

Darlene Fattorusso, BA
CESP
MG&A Discovery Certified
MG&A Systematic Instruction Certified
dafattorusso@aol.com

Material Adapted From Marc Gold & Associates
&
Abby Cooper, Kennedy Douglas Consulting & MG&A



WHAT WE WILL COVER TODAY:

- **Basics of Discovery**
- **How Customized Employment leads to more employment options**
- **How Systematic Instruction strategies improve success**
- **How this model fits with our New Mexico funding support sources**

OBJECTIVES:



- **Understanding the benefits of Discovery**
- **Understanding the sequence of Discovery, Customized Employment & Systematic Instruction**
- **How to use this sequence with funding source plans**

A MODEL FOR TRANSITIONING TOWARDS EMPLOYMENT



DISCOVERY



CUSTOMIZED EMPLOYMENT



SYSTEMATIC INSTRUCTION



SUCCESS



PART I: DISCOVERY



Discovery Is.....

- spending time with people, instead of testing or evaluating them, as a means of finding out who they are **“now”**.
- getting to know someone in settings where they are **“who they are”**.
- a way to find out the **“best”** that people have to offer.
- a way to identify the unique **“contributions”** offered by persons who might not be as demonstrative as others.
- the foundation of all person-centered planning that seeks to **“customize”** outcomes for people.
- **“necessary”** for self-determination and choice.
- a series of **“descriptive observations”**.
- a critical piece in determining the job seeker’s interests & **“skills”**.
- For **“everyone”** especially those with the communication challenges.

DISCOVERY & DESCRIPTIVE OBSERVATIONS

- By observing **actions** and describing them with action verbs in the active tense, we can begin to think descriptively.
- When we **describe** it forces us to be objective and we avoid making assumptions.
- When we make **less assumptions** we become less judgmental.
- When we **observe without judgment**, we can begin to notice more and more about people with whom we are already familiar.
- Without judgement, we become more “*Other Focused*”; less invested in what we **think we see** and more invested in **what we actually see** about what we’re observing.

DOCUMENTING DISCOVERY: PROFILES, STAGING RECORDS & NM DISCOVERY SUMMARY

- A “Tool” to use while collecting & compiling information during Discovery.
- A place to catalog your observations written in a “descriptive style”.
- A **Positive** description of a person based upon objective observations & interviews capturing the conditions that enable someone to be at their best.
- A way to “paint a picture” of who someone is at this time in their life.
- **A way to gather information about what a person “can do” in regard to skills & tasks.**
- A collaborative team effort using conversation.
- A “Living Document” to add to in the future.

THE STEPS OF DISCOVERY:

- ✓ Home Visit

 - Neighborhood Mapping

 - Home Tour

- ✓ Interviews

- ✓ Plan Activities

 - Familiar

 - Novel



THE STEPS OF DISCOVERY: (continued)

- Plan observations



- Describe actions, environments & conditions

- Identify threads of interests, skills, contributions and reoccurring themes



- Connect the dots

- Summarize the information



- Review information and reflect upon where it is leading

- Facilitate a Discovery Meeting



- Invite team and present info, collaborate and plan for Customized Employment

THE VISUAL RESUME: “I AM”

- Captures the essence of the Job Seeker & tells their story
- Articulates what the Job Seeker often can't
- Provides an overview of the Job Seeker's Skills & Contributions
- Makes a connection between the employer & the Job Seeker, making it more personal
- Prepares for Customized Employment activities



PART 2: CUSTOMIZED EMPLOYMENT



- A customization process which provides flexibility that is mutually beneficial to both employer and employee.
- Matches an employer's unmet needs with the skills and contributions of a Job Seeker.
- Customized Employment strategies result in employers hiring individuals whose skills meet the needs of their business.

CUSTOMIZED EMPLOYMENT



WITH THE JOBSEEKER

- Start with a discussion of who the Jobseeker is.
- Develop a blueprint for a job that fits the Jobseeker based upon Discovery findings.
- Concentrate on the “Conditions” needed for success & the Jobseeker's “Skills & Contributions”



WITH THE EMPLOYER

- Identify job markets and employers who might have “tasks” that fit the Jobseeker.
- Request Informational Interviews with employers to learn about their industry.
- Conduct a Needs Assessment with the employer to determine their “Unmet Needs”

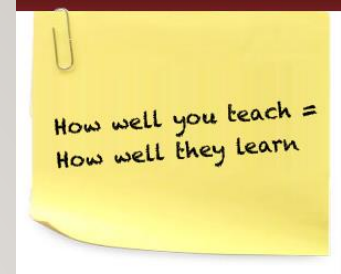
HOW TO CUSTOMIZE



- The Discovery Meeting is an Employment Planning Meeting
- Collect ideas about where there might be opportunities in the broader community to explore options for employment. Streeeeeeetch...think way outside of the box!
- Team will contribute contact info and forward them to the Job Developer and/or Job Seeker.
- Conduct Informational Interviews with related businesses
- Conduct Needs Assessments
- Determine if there is a match (or not)
- Negotiating a job



PART 3: SYSTEMATIC INSTRUCTION



IN A NUTSHELL



- **What is SI?** *SI is a method of instruction that concentrates on giving information. Its roots are in the work of Marc Gold and “Try Another Way”.*
- **What sets SI apart from other training models?** *It focuses the trainer on preventing errors rather than correcting them.*
- **Why is SI so valuable for anyone who has communication barriers?** *SI uses demonstration, cuing and a minimum of verbal instruction.*
- **Is SI worth the extra work?** *Yes. It encourages more long term success and has earned regard as a best practice for employment retention .*

When beginning to train, a job coach must:

“Try Another Way!” MG&A



- Observe the Ways & Means the task is done
- Not make assumptions
- Perform a Job Task Analysis
- Write up the Content Steps of each task
- Learn the task prior to training (please , please, please!)
- Prepare the data sheets and with employer’s input, determine the Criterion.



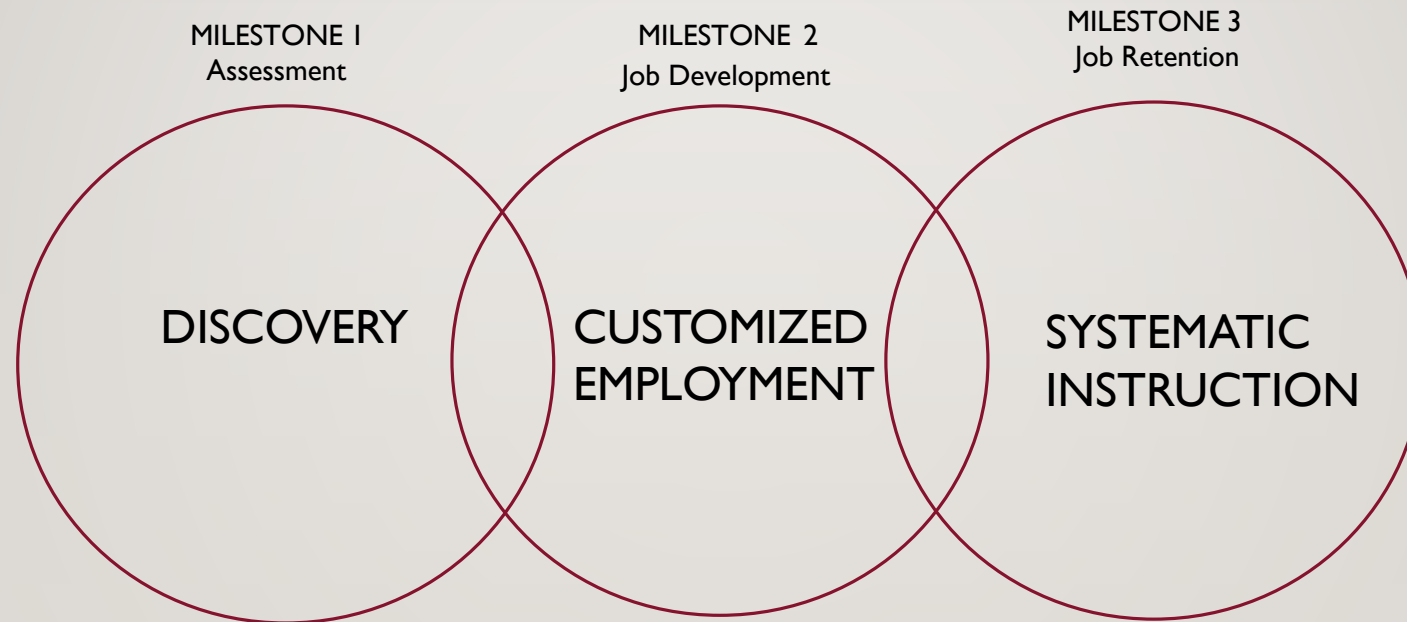
WHILE TRAINING



COMMUNICATE:

- Information only
- Before an error is made
- Through demonstration
- Using few words when necessary
- Natural cues
- Well deserved Kudos after the training segment

USING THE DVR MILESTONE MODEL



RESOURCES FOR EMPLOYMENT

- Workforce Innovation and Opportunity Act (WIOA): www.doleta.gov/WIOA
- Marc Gold & Associates: www.marcgold.com
- Griffin Hammis & Associates: www.griffinhammis.com
- Rural Institute for Inclusive Communities: www.ruralinstitute.umt.edu/transition
- Autism Speaks: www.autismspeaks.org/family-services/tool-kits/employment
- Partners for Employment: www.cdd.unm.pfe
- ❖ PFE provides valuable free statewide trainings facilitated by National Consultants