

How Can Job Developers Increase Their Success?

1. Think accessibility as you begin your search for jobs at companies and always consider the match between the individual's profile or workplace environment preferences

There may be good jobs open at Company X, and they may be eager to hire your people, but if the workplace itself is inaccessible, and none of the individuals you've placed want to work there, this will not be a win. True accessibility considers the person's comfort and ease of access. Good long-term employment success can only be found when people are in jobs that match their skills and preferences. Also, helping to establish natural supports at the selected job (i.e. people to eat lunch with) is instrumental to a person with disability's (PWD) success, so keep that in mind when job searching.

2. Look beyond jobs that involve repetitive tasks or cleaning/custodial services and be sure to understand the requirements of each business

With the right supports, other opportunities may be a better fit for a person's skills and preferences. A Career Is a Series of Jobs—A Job Is a Series of Tasks—A Task Is a Series of Behaviors and we know how to teach behaviors. This is why it is also important to understand the needs of each business you are assessing - in order to properly assign your PWD to a meaningful role.

3. Consider approaching a company in your agency/personal supply chain for job development purposes

You already have relationships with them. They know what you do. You know what they do. Use that familiarity to develop jobs within their company.

4. Remember your Board of Directors members or agency CEOs have contacts-ask for their assistance in getting a job for an individual

Expand your network by tapping into theirs! Meet with the business owners and leaders they know.

5. Remember your city, county, and state are employers, too!

Check with government entities about opportunities to job shadow, intern, and other opportunities for them to learn the value that your job seekers can bring to the work site so that they can hire your applicants.

6. Be positive about the individual you are "selling"!

The better the fit with the job, the less likely disturbing behaviors are to appear, so don't make that the "lead" when you are talking about what he/she can bring to the workplace. Be sure to have a great "go-to" answer for when a co-worker asks about a person's disability. For example, "Sorry, that has never come up with us. We are very focused on work."

7. Know your applicant. Avoid comparative application processes for a Customized Employment applicant

A comparative application process for a job is one in which a candidate is screened and interviewed, while being compared to other candidates in order to find the most qualified applicant. "When matching someone to a particular company and set of negotiated tasks, one who can contribute to the efficient production of that product or service, and one who is interested in that product or service, even if they have a very limited or even no experience, is more likely to be hired than someone who makes no personal connection with an individual representing a company's hiring process. The negotiated job offers the opportunity for human interaction and often buys enough time for the disability to become less overwhelming to the employer, allowing the skills and human connection to mature just a bit." -

Cary Griffin

8. Allow people with disabilities to go on an

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Discovery Questions

- What is this person's temperament?
- What are some of his/her talents?
- How does he/she learn a new task?
- What type of tasks has he/she completed successfully?
- What community activities does he/she enjoy?
- What training or academic skills?
- What has he/she been exposed to?
- What traits do people appreciate about him/her?
- In what environment does he/she thrive?
- Are there any particular places/people we should avoid?
- What would be a "dream job"?

Resources

- [TN Technology Access Centers](#)
- [Local Workforce Investment Areas](#)
- [TN Small Business Development Centers](#)
- [SCORE](#)
- [Think College](#)
- [Training Resource Network](#)
- [Disability Web Training](#)

interview independently

A person requiring CE needs to establish human connections between potential employees and managers or owners, to accurately let his/her employer know where he/she would best fit in. HR representatives are excellent resources for screening applicants for an interview process, but they might inhibit the process of connecting, so limit the extra people in the interview.

9. Think about the opportunity for advancement when you are creating jobs for people with disabilities

A person requiring CE in a good fitting job will almost always bloom and grow beyond the original tasks. Think about advancement and opportunities when you create and as you support people in their jobs.

What Barriers Can You Plan Ahead to Overcome?

- Accessibility
- Lack of training for employer, client, and job coach
- Transportation
- Social skills
- Co-worker unfamiliarity and possible resentment
- Balance between inclusion and skill levels
- Family resistance
- Lack of prior work experience
- Lack of self-advocacy skills (asking for changes to job, environment, or schedule)
- Lack of accurate information regarding how work affects benefits
- Sub-minimum wages or lack of fair/reasonable wages and benefits
- Understanding disabilities come in all forms-even invisible ones

Common Elements for Success

- Individualized and person-centered approaches
- Use of evidence-based practices
- Staff who know how to treat people with different disabilities
- Ongoing support for life and employment
- Early recognition of disability and how to treat it better
- Meeting a business need
- Streamlined funding for supports on the job
- Strong natural supports on the job/inclusive worksite
- Feeling valued
- Dispelling myths regarding people with disabilities and employment

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