Welcome!

and

Good Morning!

Griffin - Hammis Associates, LLC

People with Disabilities...

- Working in a variety of jobs
- Earning competitive salaries and wages
- Having benefits as part of their compensation packages
- Learning and developing
- Skills for the changing workforce
- Building careers
- Making decisions

And Yet....

- The unemployment rate of people with disabilities continues to be very high. In the U.S. it is around 70%.
The Challenge

*Creating lasting, satisfying, person-directed, employment beyond the confines of traditional job development.*

Discovering Personal Genius:
What We’re Looking for:

- The Ideal Conditions of Employment
- Relationships that matter & that help us get lots of ideas

Ideal Conditions of Employment

- Interests
- Preferences
- Contributions
- Environment
- Social Connections
- Skills
Discovering Personal Genius

- Assistance NOT Assessment
- Real Environments
- Familiar Activities
- New Activities
- Community Connections
- Experiential Learning

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Discovering Personal Genius

- Discovery is Structured
- Identifying Discrete Information
- Do NOT think in terms of “What job or business would be best?”

*The process will reveal answers that we may never have considered.*

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Discovering Personal Genius

- Use a Team
- More folks involved = more activities & locations
- Natural validity of the mentor
- More activities & locations = more diversity of thought
- More diversity of thought = ????????

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Discovering Personal Genius:
Going Where the Dream Makes Sense

A Course of Action evolves (using the Team):
✔ Start at home
✔ Visit home community
✔ Visit others who have the same interests
✔ Participate in classes or groups
✔ Build the network
✔ Follow leads and opportunities

Discovering Personal Genius

Assessment    Discovery

Making Community Connections

Community Connections and Belonging are Critical Both for the Individual and the Providers of Support
How Most Jobs Are Found

- Employment Agencies – 12%
- Answer Want Ads – 14%
- Networking – 63%
- Other – 11%

The Network

- Inventory your personal and organizational networks.
- Inventory the jobseeker and his/her family’s networks.
- Record the network.
- Systematically build and maintain established relationships.
- Monitor opportunities gained via various connections.

Activity
Employment “Options”

- Wage Employment
- Resource Ownership
- Business within a Business
- Self-Employment

Business Exploration & Discovery

**Build Goodness of Fit by Learning About Businesses**

- Target businesses based on key considerations within Ideal Conditions/Vocational Profile
- Visit businesses
- Visit as a customer (informally)
- Schedule Informational Interview & Tour
- Observe and Learn
- Build the network
- Follow leads and opportunities

Discovering Opportunity

**Focus is NOT so much on finding jobs; rather it is about discovering opportunity.**

- Build relationships with relevant businesses
- Learn about that industry or type of business – not just that specific business, but about the type of business in a broader sense.
- Get “behind the scenes”
- Nurture the relationships
Discovering Personal Genius

*Luck is what happens when preparation and opportunity collide.*

Melinda's Profile:
- Transition age
- Friendly
- Strong work ethic
- Resists supervision vigorously
- Oriented well
- Rides city bus independently after training
- Uses some sign language and minimal verbal language
- Reads and writes a little
- Street smart
- Enjoys gardening
- Likes office work

Melinda's Ideal Conditions:
- Work alone
- Work with others
- Inside work
- Outside work
- Planting/gardening work
- Clerical work
- Wants a workplace bowling team
- Wants to be around wealthy people
- Needs autonomy
- Wants to move around

Job Development

- Myth of the Labor Market
- Employers are Always Hiring
- Image of People with Disabilities & CRPs
- Why Customized Employment is Different
- Avoid the Dream Job Trap
Big Sign Syndrome

- 20,000,000 Businesses in the U.S.
- Only 14,000 have 500+ Employees
- Harder to Carve & Create in a Corporate Environment
- In Small Biz the Owner/Manager Makes Decisions
- Under-Capitalized Opportunities
- Easy to Get In
- Observe the Back-Office Operations

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