

# THE WEBINAR WILL BEGIN SHORTLY

- ▶ Today's webinar will begin at 3:00 PM EDT
- ▶ All lines are muted and you will not hear any sound coming through your computer until the webinar begins

If you are having difficulty logging in, please contact  
Aramide Awosika at [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org)



**LEAD CENTER**

# Guided Group Discovery: Paving the Way to Employment

A journey in self-exploration for  
job seekers ready to take control  
of their employment search

# LISTENING TO THE WEBINAR, *CONTINUED*

If you do not have sound capabilities on your computer or prefer to listen by phone, dial:

**1-415-655-0001**

**1-855-749-4750**  
*(Toll-Free Number)*

**Meeting Code:**  
**668 437 660**

*You do not need to enter an attendee ID.*



# CAPTIONING

- ▶ Real-time captioning is provided during this webinar.
- ▶ The captions can be found in the Media Viewer panel, which appears in the lower-right corner of the webinar platform.
- ▶ If you want to make the Media Viewer panel larger, you can minimize other panels like *Chat*, *Q&A*, and/or *Participants*.



# SUBMITTING QUESTIONS

**For Q&A:** Please use the Q&A box to submit any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion of the webinar.

- ▶ If you are listening by phone and not logged in to the webinar, you may also ask questions by emailing questions to [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org).

***Please note:*** This webinar is being recorded and the materials will be placed on the LEAD Center website at: <http://www.leadcenter.org/webinars/what-disability-advocates-need-know-about-new-wioa-equal-opportunity-provisions>



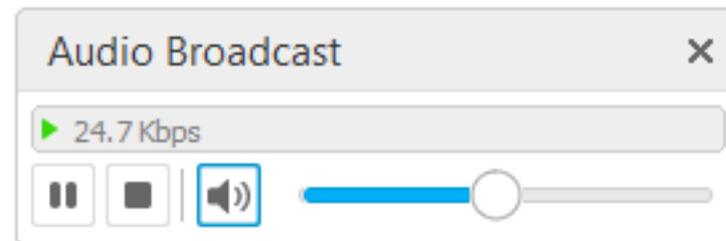
# TECHNICAL ASSISTANCE

- ▶ If you experience any technical difficulties during the webinar, please use the chat box to send a message to the host, Aramide Awosika, or you may also email her at [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org).



# LISTENING TO THE WEBINAR

- ▶ The audio for today's webinar is being broadcast through your computer. Please make sure your speakers are turned on or your headphones are plugged in.
- ▶ You can control the audio broadcast via the audio broadcast panel
- ▶ If you accidentally close the panel, you can re-open it by going to the Communicate menu (at the top of the screen) and choosing Join Audio Broadcast



**The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD)** is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.



# LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.

[www.leadcenter.org](http://www.leadcenter.org)



# WELCOME

**Christopher Button, Ph.D.**

Supervisor, Workforce Systems Policy

Office of Disability Employment Policy

U.S. Department of Labor



# TODAY'S SPEAKERS

## **Michael Morris**

Executive Director and  
LEAD Center Public Policy Co-Chair  
National Disability Institute

## **Rebecca S. Salon**

LEAD Center Project Director  
National Disability Institute

## **Janet Steveley**

Senior Consultant with  
Griffin-Hammis Associates



# AGENDA

- ▶ Review of objectives
- ▶ Rationale for Guided Group Discovery
- ▶ Overview of Guided Group Discovery Process and Materials
- ▶ Role of Facilitators and Description of Partnerships
- ▶ Experiences of Pilot Sites



# OBJECTIVES

Webinar participants will:

- ▶ Learn Guided Group Discovery strategies
- ▶ Explore capacity-building approaches to support customized employment outcomes
- ▶ Explore options for cross-system collaboration from pilot project participants and their partners
- ▶ Receive materials and resources related to Guided Group Discovery



# RATIONALE FOR GUIDED GROUP DISCOVERY



# WHAT IS DISCOVERY?

- ▶ A first step in Customized Employment
- ▶ Discovery seeks to find who a person is right now
  - ▶ Interests and preferences
  - ▶ Skills and contributions
  - ▶ Conditions of employment
- ▶ Used to match job seeker to employer needs



# DEFINITION OF CUSTOMIZED EMPLOYMENT IN WIOA

- Competitive integrated employment for an individual with a significant disability
- that is based on an individualized determination of the strengths, needs, and interests of the individual with a significant disability,
- Is designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer, and
- is carried out through flexible strategies...”

*Section 7(7) of the Rehab Act, as amended by the Workforce Innovation and Opportunity Act (WIOA)*



# CE CIRCUMVENTS A COMPARATIVE APPROACH

## **Traditional job development strategies:**

- ▶ Vocational Assessment
- ▶ Resume development
- ▶ Interview practice
- ▶ Responding to posted jobs (the public workforce, want ads, Craig's List, etc.)
- ▶ Applications and Interviews

## **A Customized Approach:**

- ▶ Discovery
- ▶ Profiles. May include portfolios, picture or video résumés, etc.
- ▶ Informational interviews/connections
- ▶ Match skills and employer needs
- ▶ Employment Proposals



# WHO BENEFITS?

Customization is *NOT* specific to disability.

A wide range of employers and job seeker can and are using the approach.

# OVERVIEW OF GUIDED GROUP DISCOVERY PROCESS & MATERIALS



# COMPONENTS OF A CUSTOMIZED APPROACH

- ▶ Discovery (Gathering Information)
- ▶ Profile or “Employment Blueprint” (Written summary of what was learned in Discovery)
- ▶ Customized Employment meeting and plan development
- ▶ Informational Interviews & Networking (Discovering employer and community needs)
- ▶ Proposing and/or negotiating employment opportunities



# FORMATS FOR DISCOVERY

- ▶ Facilitated Discovery
- ▶ Self-Discovery
- ▶ Group Discovery



Callahan, Shumpert, and Condon (2009). *Discovery: Charting the Course to Employment*, pp. 13-14

# GUIDED GROUP DISCOVERY

- ▶ Adapted from the work of Marc Gold & Associates; Griffin Hammis Associates; and TransCen, Inc.
- ▶ Involves self-reflection
- ▶ Offers the opportunity to learn and receive feedback from others
- ▶ Potentially for anyone, but not for everyone.



# PARTICIPANT PROFILE FOR GUIDED GROUP DISCOVERY PARTICIPANTS

- ▶ Enjoys working with others
- ▶ Has one or more barriers to employment
- ▶ Has specific conditions of employment that need to be addressed
- ▶ Has been unsuccessful with traditional approaches
- ▶ Can stay focused on a topic for at least 20 minutes (with support as needed)



# USE OF DISCOVERY IN AMERICAN JOB CENTERS & VOCATIONAL REHABILITATION

- ▶ Useful for initial assessment of skills, contributions and conditions of employment
- ▶ Identifies supports needed and partners to bring in (e.g., AJC, VR, DD, CILs, etc.)
- ▶ Creates a Blueprint for Employment that guides plan and job development
- ▶ Promotes braiding and leveraging of resources across systems
- ▶ Leads to successful outcomes for all!



# PILOT SITES



# LEAD CENTER CE INITIATIVE: PILOTS

- ▶ Initially focused on three states (Kansas, Maryland, and Illinois)
- ▶ In 2016 added new sites in Pennsylvania (Philadelphia), Tennessee (Clarksville & Pulaski) and Southern Oregon (adult and youth)



# PARTNERSHIPS IN EARLIER PILOTS

Worked through American Job Centers in conjunction with:

- Vocational Rehabilitation
- Behavioral Health Supported Employment
- Center for Independent Living
- Community Rehabilitation Programs
- Schools - Youth in Transition



# GUIDED GROUP DISCOVERY MATERIALS ON LEAD CENTER WEBSITE

- ▶ Comprehensive Power Point
- ▶ Participant Workbook
- ▶ Facilitator Manual, including
  - Participant workbook
  - Tools for facilitators
  - Discussion ideas and facilitator tips
- ▶ Blueprints for Employment

<http://leadcenter.org/resources/tool-manual/guided-group-discovery-resources-introduction-and-course-participant-workbook-and-facilitator-guide>



# GUIDED GROUP DISCOVERY LESSONS

- ▶ Lesson 1 – Introduction to Guided Group Discovery and Identifying Employment Team
- ▶ Lesson 2 – Interests & Contributions
- ▶ Lesson 3 – Conditions, Accommodations & Disclosure
- ▶ Lesson 4 – The Art & Science of Networking
- ▶ Lesson 5 – Putting it All Together: Taking Action



# EACH GUIDED GROUP DISCOVERY LESSON STRUCTURE

- ▶ Materials are arranged for 5 weekly lessons, lasting 1½ - 2 hours.
- ▶ Lessons:
  - ▶ Overview
  - ▶ Review of assignments from previous session
  - ▶ Content & activities
  - ▶ Summary and review of assignment.
- ▶ Lessons can be adapted in length and frequency



# HIGHLIGHTS FROM LESSON 1 – INTRO TO GUIDED GROUP DISCOVERY

- ▶ Get to know each other.
- ▶ Discuss different ways to approach job search
- ▶ Present the concept of Discovery and the Blueprint for Employment
- ▶ Identify your personal employment network
- ▶ **ASSIGNMENT:** Interview people in your personal employment network.



# HIGHLIGHTS FROM LESSON 2 – INTERESTS & CONTRIBUTIONS

- ▶ Identify interests
- ▶ Identify skills and tasks
- ▶ Focus on Positive Personality Traits
- ▶ Identify Vocational Themes™
- ▶ **ASSIGNMENT:** Review Contributions Chart with at least one member of your team. Identify a few local businesses that could match your themes & benefit from your contributions.



# HIGHLIGHTS FROM LESSON 3 – CONDITIONS, ACCOMMODATIONS & DISCLOSURE

- ▶ Conditions of Employment
- ▶ Job Accommodations
- ▶ Disclosing personal information
  - ▶ Personal decision
  - ▶ When to disclose
  - ▶ How to disclose
- ▶ Assignment: Personal decisions about disclosure and framing personal information



# HIGHLIGHTS FROM LESSON 4 – THE ART & SCIENCE OF NETWORKING

- ▶ The importance of personal contacts in the job search
- ▶ Mapping out your own network (friends, family, “helpers,” community members, etc.)
- ▶ Developing a networking pitch
- ▶ **ASSIGNMENT:** Fine tune and practice your networking pitch.



# NETWORKING PITCH

- ▶ Smile and introduce yourself
- ▶ Name drop (if the person was recommended)
- ▶ State the type of work you are interested in doing
- ▶ Describe your abilities or positive personality traits related to the type of work you are seeking
- ▶ Give an example of tasks you could offer the company
- ▶ Highlight at least 1 success
- ▶ Make a specific request (for an informational interview, for a referral, for advice)
- ▶ Thank the person!



# NETWORKING PITCH EXAMPLE:

Hi! My name is John Dough and I'm interested in a career in baking. Sharyn Hill, your neighbor, recommended that I talk to you. I'm going to culinary school in the fall but, in the meantime, I need to get some work experience. I'm good at working with dough, making pastry, and decoration. My friends and family all ask me to make cakes on their birthdays! Would you, or someone you know, be able to use someone like me for the summer?



# HIGHLIGHTS FROM LESSON 5 – TAKING ACTION

- ▶ Practice Networking Pitch
- ▶ Review of previous lessons
- ▶ Update Blueprint
- ▶ Design Action Steps
- ▶ Optional employer engagement and/or supplemental content
- ▶ Congratulations!!!



# **ROLE OF FACILITATORS & DESCRIPTION OF PARTNERSHIPS**



# ROLE OF FACILITATORS

- ▶ Planning and set up
- ▶ Recruiting participants
- ▶ Presenting materials
- ▶ Helping participants translate information into employment possibilities
- ▶ Providing support and assistance with assignments.
- ▶ Insuring Blueprints are completed
- ▶ Support AFTER Guided Group Discovery



# AFTER GUIDED GROUP DISCOVERY...

Need to think this through upfront!

- ▶ Who are possible partners?
- ▶ How will agencies partner?
- ▶ Who takes the lead?
- ▶ How are services coordinated?
- ▶ How might funding and resources be braided and leveraged?



# PANELISTS FROM TENNESSEE PILOT SITES AND OTHERS



# PANELISTS

- ▶ **Sharyn Hancock**, Disability Resource Coordinator, Workforce Essentials, Inc.
- ▶ **Mary Newlon**, Community Employment Specialist, Progressive Directions, Inc.
- ▶ **William Forrest**, Disabled Veterans Outreach Program, Workforce Essentials, Inc.
- ▶ **Janet Steveley**, Senior Consultant, Griffin-Hammis Associates
- ▶ **Chris Button**, Supervisor, Workforce Systems Policy Office of Disability Employment Policy, U.S. Department of Labor
- ▶ **Jarvis Baten**, Guided Group Discovery Participant
- ▶ **Terry Covington**, Career Coach, Workforce Essentials, Inc.



# QUESTION FOR OFFICE OF DISABILITY EMPLOYMENT POLICY (ODEP)

- ▶ Given the design of Guided Group Discovery (GGD), how do you think GGD can be applied as a Universal Design for youth and adults with and without disabilities?
- ▶ How can U.S. DOL and partners support the adoption of GGD?



# QUESTIONS FOR THE WORKFORCE SYSTEM

- ▶ What role did the workforce system play in the GGD process?
- ▶ Who are potential groups and partners that AJCs might use this with?
- ▶ How do you plan to continue to use GGD as a strategy to support job development?



# ADDITIONAL QUESTIONS FOR THE WORKFORCE SYSTEM

- ▶ How do you think the GGD process and the development of a Blueprint for Employment can help *veterans* to obtain jobs that will be a good fit?
- ▶ How do you think the GGD process and the development of a Blueprint for Employment can help *people involved with the justice system* to obtain jobs that will be a good fit?



# SUCCESS STORY FROM TENNESSEE'S FIRST PILOT

- ▶ How did GGD help you to find your job?
- ▶ What did you learn from going through GGD?
- ▶ What do you see as next steps in your career?



## QUESTIONS FOR PROGRESSIVE DIRECTIONS, INC.

- ▶ How did GGD help you support this job seeker in finding a job?
- ▶ What do you see as the benefit of using an approach like GGD?
- ▶ Who do you think can most benefit from GGD?
- ▶ How do you plan to continue to use GGD as a strategy to support job development?



# QUESTIONS FOR JANET STEVELEY

- ▶ What are your thoughts about who can be engaged as Facilitators of the GGD process?
- ▶ What strategies can be used to accelerate understanding and adoption of GGD?



# LEAD CENTER WEBSITE RESOURCES

The screenshot shows the LEAD Center website interface. At the top, there is a navigation bar with links for "About Us", "Webinars", "News", "Blog", "Events", and "Contact Us". To the right of these links are social media icons for Facebook, Twitter, LinkedIn, YouTube, and Email. Below the navigation bar is the LEAD Center logo, which consists of a colorful geometric shape made of triangles. To the right of the logo is the text "LEAD CENTER" and the tagline "Office of Disability Employment Policy" with the slogan "Driving Change \* Creating Opportunity". A search bar is located to the right of the tagline. Below the search bar is a horizontal menu with buttons for "Home", "WIOA/ Workforce Development", "Customized Employment", "Financial Literacy & Capability", "Cross-System Collaboration", and "Advanced Search". The main content area features a purple banner for a webinar titled "What Disability Advocates Need to Know about WIOA Equal Opportunity Provisions". The banner includes a laptop image with the webinar title on the screen, a description of the webinar, and a "View the Webinar" button. Below the banner is a "Sign up for LEAD News" section with a text input field for an email address and a "Join" button. To the right of the sign-up section is an "employment" logo with a "Go" button and a text prompt: "Visit the most comprehensive Employment First site on the web!".



# CONNECT WITH THE LEAD CENTER

- ▶ Website: [www.leadcenter.org](http://www.leadcenter.org)
  - ▶ Employment First: <http://employmentfirst.leadcenter.org/>
- ▶ Sign up for LEAD Center News: <http://eepurl.com/sQiHr>
- ▶ Follow the LEAD Center on...
  - ▶ Facebook: [www.facebook.com/LEADCtr](http://www.facebook.com/LEADCtr)
  - ▶ Twitter: [@LEADCtr](https://twitter.com/LEADCtr)
  - ▶ LinkedIn: [linkedin.com/groups/LEAD-Center-4828089](http://linkedin.com/groups/LEAD-Center-4828089)
  - ▶ YouTube: <https://www.youtube.com/user/LEADCtr>
- ▶ Contact us:
  - ▶ Rebecca Salon, Project Director, [rsalon@ndi-inc.org](mailto:rsalon@ndi-inc.org)
  - ▶ Elizabeth Jennings, Asst. Project Director, [ejennings@ndi-inc.org](mailto:ejennings@ndi-inc.org)
  - ▶ Aramide Awosika, Project Coordinator, [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org)

