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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

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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
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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
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 \textit{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

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 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
CONNECT WITH THE LEAD CENTER

- Website: [www.leadcenter.org](http://www.leadcenter.org)
- Sign up for LEAD Center News: [http://eepurl.com/sQiHr](http://eepurl.com/sQiHr)
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  - YouTube: [https://www.youtube.com/user/LEADCtr](https://www.youtube.com/user/LEADCtr)

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  - Aramide Awosika, Project Coordinator, [aawosika@ndi-inc.org](mailto:aawosika@ndi-inc.org)