

THE WEBINAR WILL BEGIN SHORTLY

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LEAD CENTER

Self-Guided Discovery: Helping People Discover their Own Path to Employment

March 28, 2018

TODAY'S MODERATOR

Rebecca Salon

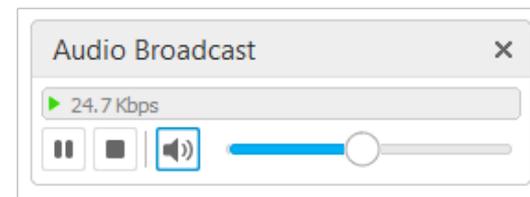
LEAD Center Project Director

National Disability Institute



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For Q&A: Please use the chat box or Q&A box to send any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.

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Please note: This webinar is being recorded and the materials will be placed on the LEAD Center website at:

<http://leadcenter.org/webinars/webinar-self-guided-discovery-helping-people-discover-their-own-path-employment>



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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.

This document does not necessarily reflect the views or policies of the U.S. Department of Labor's Office of Disability Employment Policy, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.



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.

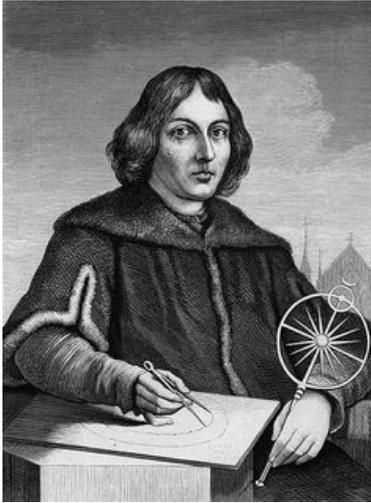
Supervisor, Workforce Systems Policy Team

U.S. Department of Labor

Office of Disability Employment Policy



TODAY'S SPEAKERS



Bob Niemiec

Senior Consultant

Griffin-Hammis Associates



ADDITIONAL SPEAKER

Shawntel Brown

Business Services
Coordinator

Central Arkansas Planning
and Development District

Nancy Boutot

Nancy Boutot, MS
Manager, Cross Systems
Integration
LEAD Center
National Disability Institute



OBJECTIVES

Webinar participants will:

- ▶ Learn about Self-Guided Discovery (SGD) strategies and the critical role of facilitators
- ▶ Explore the uses of SGD to support customized employment outcomes
- ▶ Receive and review materials and resources related to Self-Guided Discovery
- ▶ Discuss the populations that will most benefit from SGD, cross-system collaboration opportunities, and the experiences of a pilot project participant



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)

FORMATS FOR DISCOVERY

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



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

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.



USE OF DISCOVERY IN AMERICAN JOB CENTERS, VOCATIONAL REHABILITATION, SCHOOLS AND OTHER WORKFORCE DEVELOPMENT PARTNERS

- ▶ 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.) while building a person's network
- ▶ Promotes braiding and leveraging of resources across systems
- ▶ Leads to successful outcomes for all!



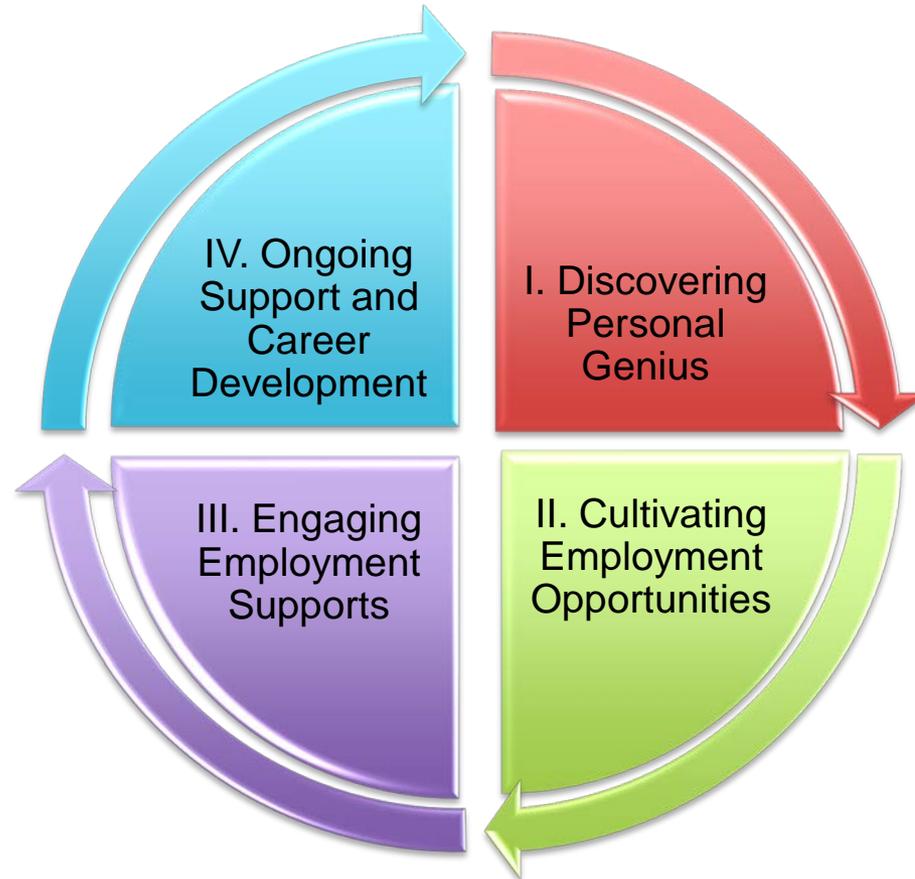
SELF-GUIDED DISCOVERY MATERIALS ON LEAD CENTER WEBSITE

- ▶ Self-Guided Discovery Facilitator's Guide: Helping People Discover Their Own Path to Employment
- ▶ Appendix A: Self-Guided Discovery: Customized Employment Planning Tools for Individuals and Families
- ▶ Appendix B: Developing Vocational Themes: Workbook
- ▶ Appendix C: Employment Toolbox

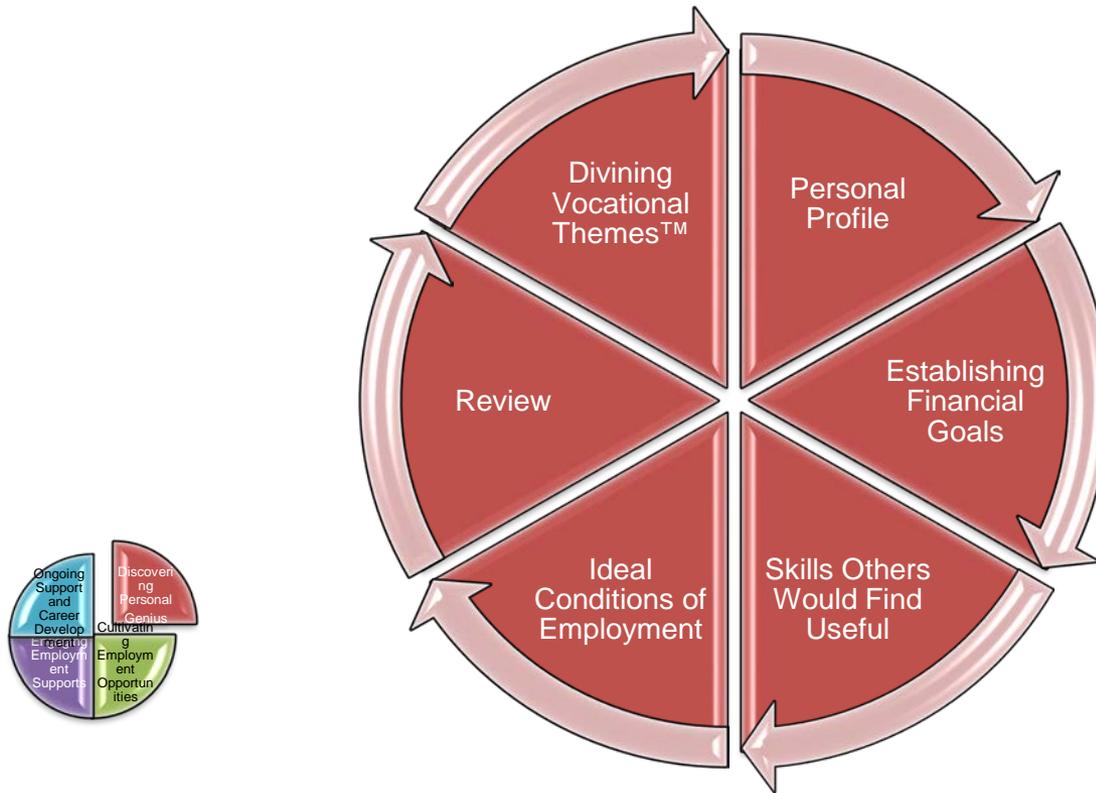
- ▶ <http://www.leadcenter.org/resources/tool-manual/self-guided-discovery-facilitators-guide-helping-people-discover-their-own-path-employment>



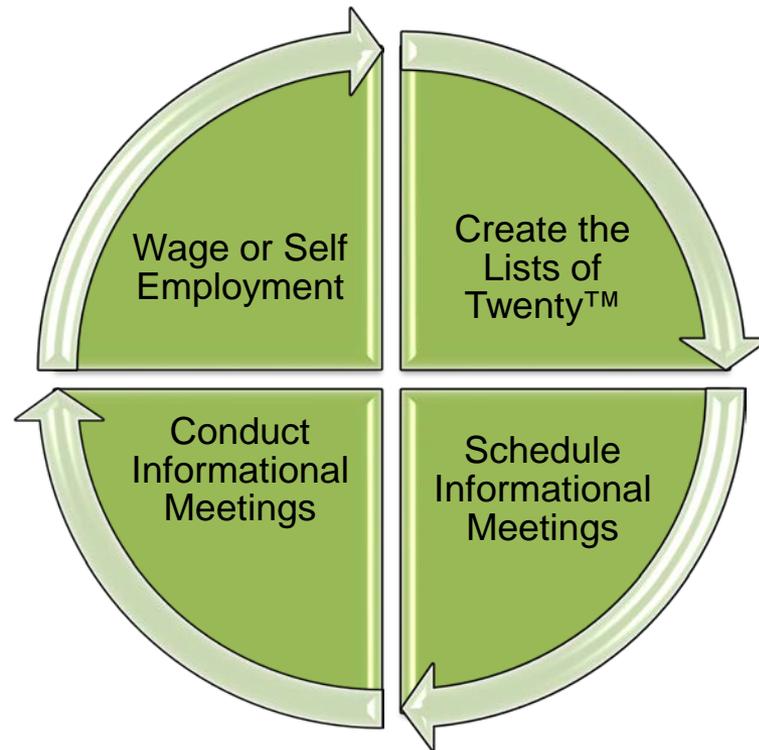
THE PHASES OF CUSTOMIZED EMPLOYMENT



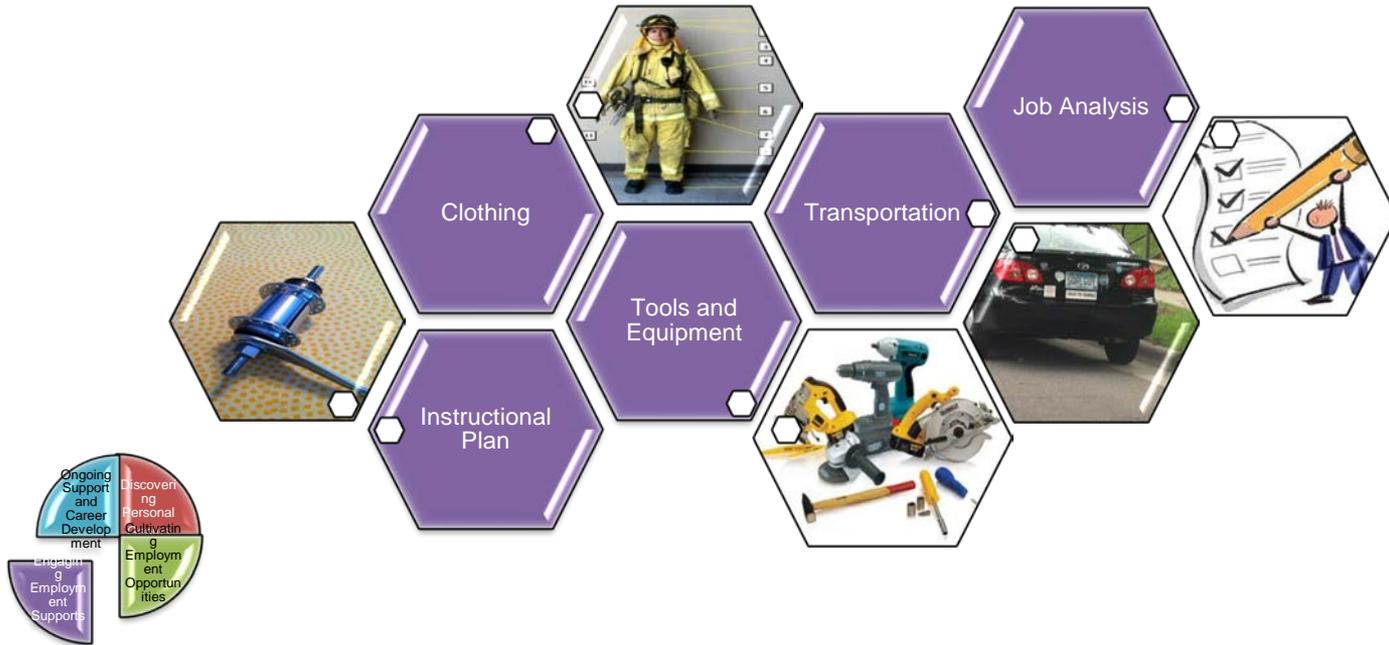
PHASE 1: DISCOVERING PERSONAL GENIUS™



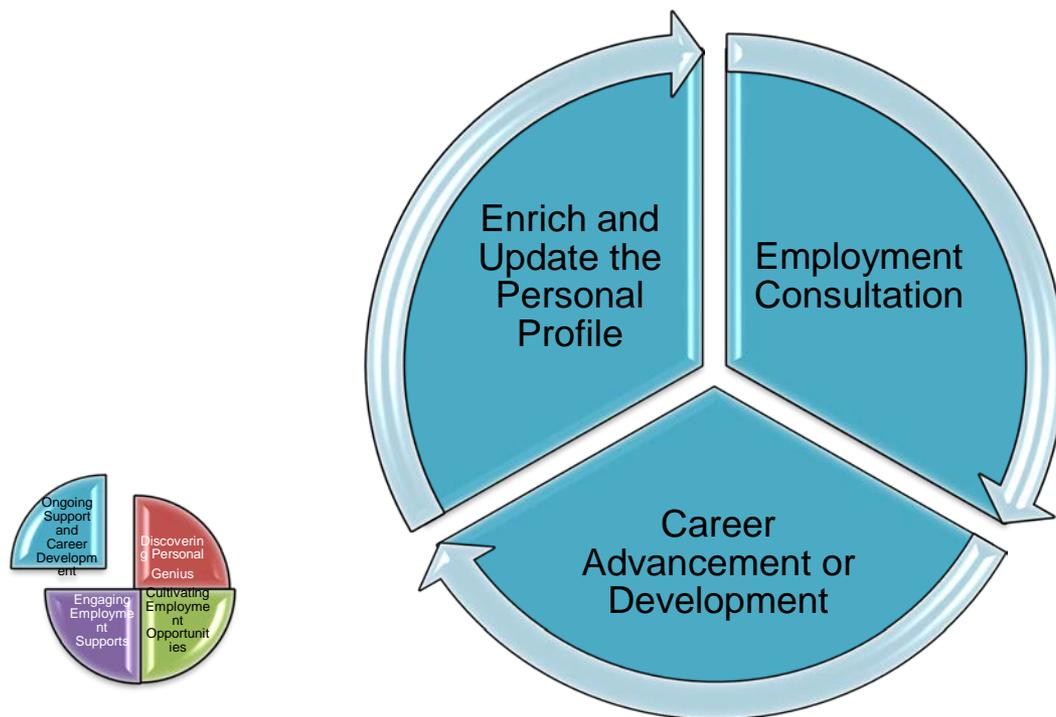
PHASE 2: CULTIVATING EMPLOYMENT OPPORTUNITIES



PHASE 3: ENGAGING EMPLOYMENT SUPPORTS



PHASE 4: ONGOING SUPPORT AND CAREER DEVELOPMENT



DISCOVERY VALUES

- ▶ Each stage of the process supports the premise that there are unlimited ways to make a living in the world and there is a place for everyone to make a contribution and earn a living.
- ▶ All people are viewed as “employable” and can make a contribution to the economic well being of a business.
- ▶ Guidance from a DPG facilitator does not mean control.
- ▶ The individual must be the key decision maker and agrees to take action on their plan.

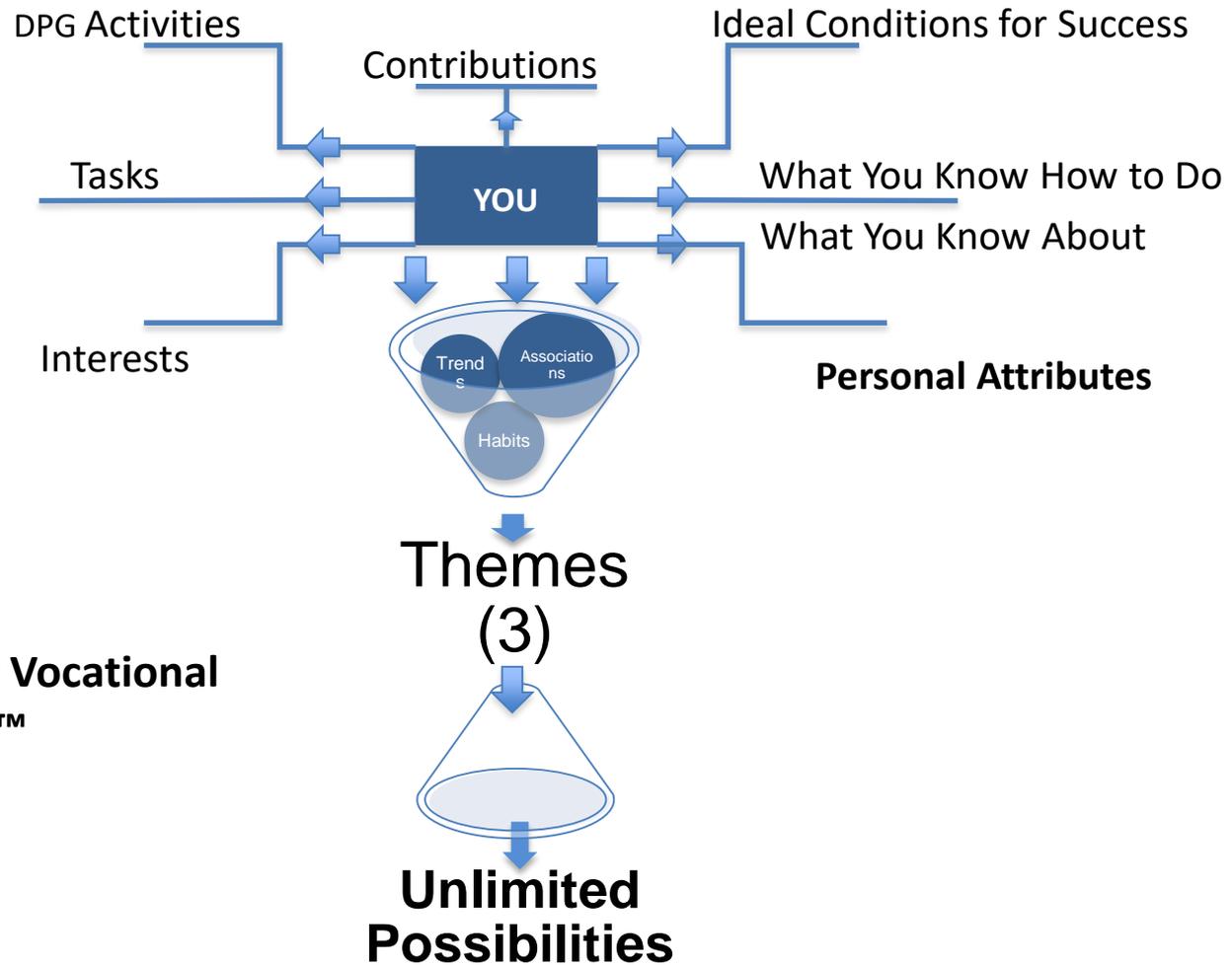
Adapted from M.E. Copeland/WRAP

DISCOVERY VALUES

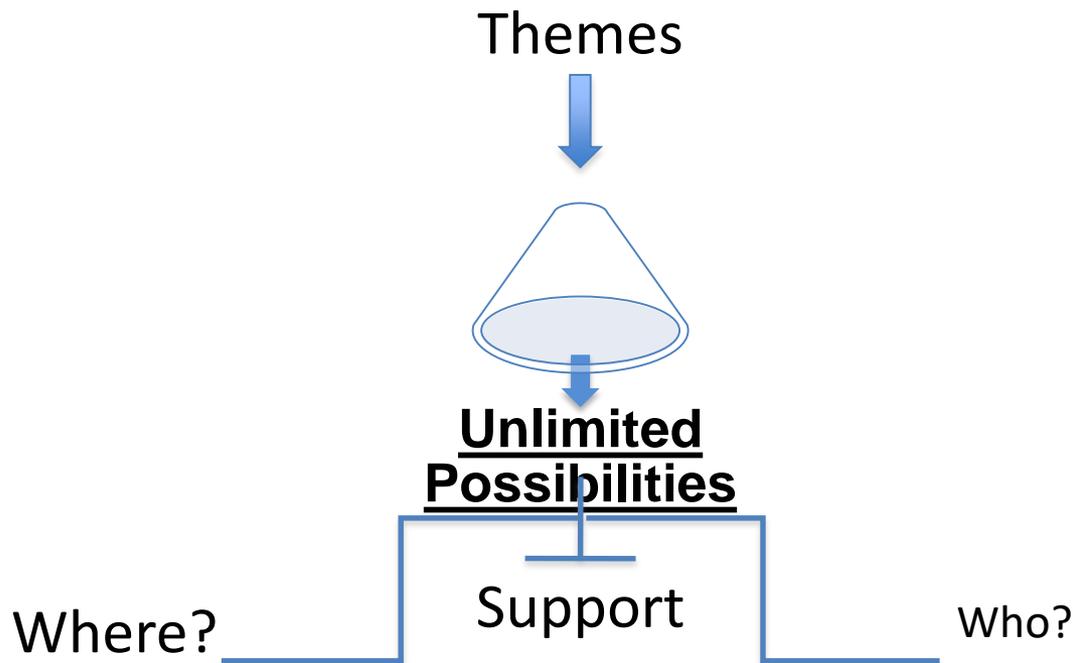
- ▶ There is unconditional acceptance of each person as they are.
- ▶ It is understood that each person is the expert on him/herself.
- ▶ The focus is on strengths and not on perceived weaknesses or deficits.
- ▶ No two paths of Discovery will be the same.

Adapted from M.E. Copeland/WRAP





FROM DISCOVERY TO EMPLOYMENT



ACTIVITIES

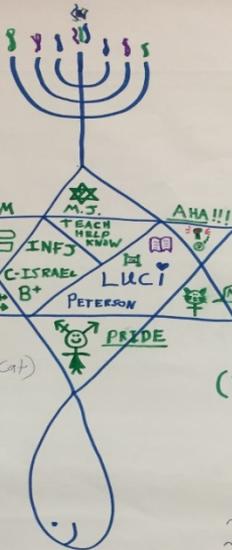
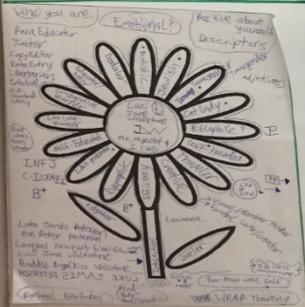
- ~ Bringing Baddle on "wonders"
- ~ Helping friends (shopping/driving/moving)
- ~ Reading (to make a book)
- ~ Bicycling
- ~ Tutoring/teaching
- ~ EATING
- ~ TALKING
- ~ Talking

preferred TASKS

- ~ Anything QUIET
- ~ Detail-oriented
- ~ Organizing/sorting
- ~ Cleaning
- ~ USPS-Mail
- ~ Teaching/Training/Instructing
- ~ Supervising/Assisting
- ~ Anything Behind the scenes
- ~ Being Left-handed

INTERESTS

- ~ Volunteering with Baddle (7yr old My Cat)
- ~ Reading Physical books
- ~ TALKING
- ~ Eating
- ~ LGBTQAI+ support/Advocacy



CONTRIBUTIONS (CONNECTIONS)

~ Connecting People to People & Resources

IDEAL Conditions

- ~ Quiet
- ~ GREAT RELATIONSHIPS
- ~ ORDERLY
- ~ LIGHTING For Success
- ~ Soft
- ~ Indirect
- ~ Filtered
- ~ Warmth
- ~ Dimmable
- ~ Windows
- ~ Soft Surfaces
- ~ Ergonomics
- ~ Adjustable
- ~ Preferred Colors
- ~ Single Level
- ~ Understanding Management
- ~ Slow Paced
- ~ Quality
- ~ Quantity
- ~ Visually Focused
- ~ Frequent Feedback
- ~ Casual Work clothes - like jeans
- ~ Facial Hair allowed
- ~ SETTING
- ~ Dressing
- ~ Short Cuts
- ~ No clutter or busy background

SKILLS (WHAT do you KNOW)

- How to Do
- ~ Work Connectal Machines
- ~ Loan Care
- ~ Teaching/Caring for People
- ~ Efficiency
- About
- ~ Organizing
- ~ Cleaning
- ~ Handy Repairing
- ~ Making People's Life
- ~ Walk in the Spring
- ~ Change a Tire
- ~ Being Left-handed

PERSONAL ATTRIBUTES

FLOWER POWER

- ~ MESSIANIC JEW
- ~ IDEA GENERATOR
- ~ CAT LADY
- ~ TRANSGENDER (M)
- ~ LEFT HANDED
- ~ AUTISTIC ADULT - VERY DETAILED

~ Outgoing
~ Forthcoming

1

WHAT I'VE LEARNED



- ▶ Formats
- ▶ People
- ▶ Facilitation
- ▶ Next Steps

We're all in this together.

CONTACT INFORMATION

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DISCUSSION WITH SPEAKERS AND PANELISTS



PANEL QUESTION #1

**What are some of the settings
and who are some of the populations
with whom you've used Self-Guided Discovery?**



PANEL QUESTION #2

**What are some facilitator Do's and Don'ts
that you've learned
in your use of Self-Guided Discovery over time?**



PANEL QUESTION #3

**Given the design of Self-Guided Discovery (SGD),
how do you think SGD can be applied as a
Universal Design for youth and adults with and
without disabilities?**



PANEL QUESTION #4

**What are some of the settings
in which Self-Guided Discovery can be used
and who might be strong facilitators?**



PANEL QUESTION #5

- ▶ **What role can the workforce system play in the SGD process?**
- ▶ **Who are potential groups and partners that AJCs might use this with?**
- ▶ **What do you see as next steps in using SGD as a strategy to support job development?**



RESOURCES

- ▶ **Previously held webinar on Customized Employment: Moving Beyond the Basics**
 - ▶ <http://leadcenter.org/webinars/customized-employment-moving-beyond-basics>
- ▶ **Guided Group Discovery Materials/Webinar Links**
 - ▶ <http://www.leadcenter.org/resources/tool-manual/guided-group-discovery-resources-introduction-and-course-participant-workbook-and-facilitator-guide>
 - ▶ <http://leadcenter.org/webinars/webinar-guided-group-discovery-paving-way-employment>
- ▶ **The Essential Elements of Customized Employment for Universal Application**
 - ▶ <http://leadcenter.org/resources/tool-manual/essential-elements-customized-employment-universal-application>
- ▶ **Customized Employment portion of LEAD's website**
 - ▶ <http://www.leadcenter.org/customized-employment>



QUESTION & ANSWER



UPCOMING WEBINARS

▶ Webinar Series

▶ **Title:** AJC Certification & Section 188: A Window of Opportunity to Impact Equal Opportunity Policy & Practice for Individuals with Disabilities

- ▶ 1st Webinar: Archived at <http://leadcenter.org/webinars/wioa-disability-perspective-section-188-powerful-foundation-access-series-1-3WIOA-from-a-Disability-Perspective-&-Section-188-A-Powerful-Foundation-for-Access>
- ▶ 2nd Webinar: Wednesday, April 4, 2018 from 3:00-4:30 pm (EDT)
 - State Workforce Systems that are Making Equal Opportunity a Priority: Missouri, Virginia, California
- ▶ 3rd Webinar: Monday, April 30, 2018 from 3:00-4:00 pm (EDT)
 - Achieving 188 Compliance & AJC Certification: Key Strategies & Actions from Policy to Procedures



UPCOMING WEBINAR ON FINANCIAL LITERACY

Advancing Financial Literacy for Individuals with Disabilities

- ▶ Wednesday, April 18, 2018 1:00 PM - 3:00 PM
- ▶ To register to attend via webinar, please visit:

<http://bit.ly/MSRBWebinar>



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