

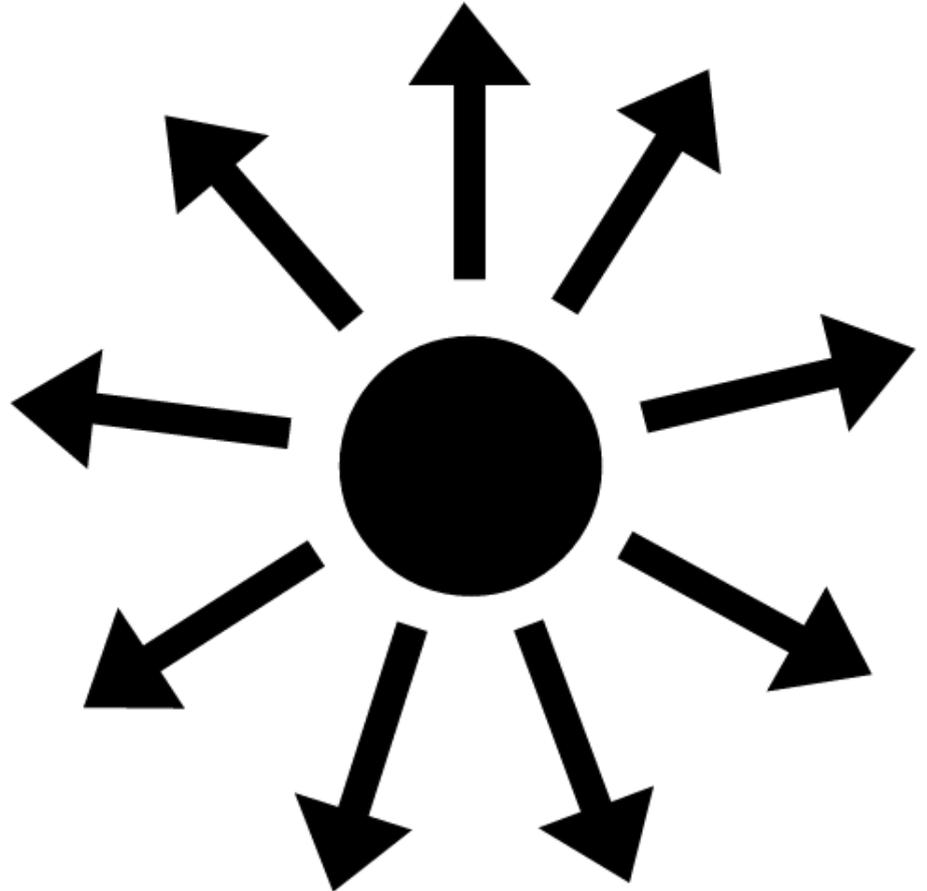


WORK, INC.'S

Customized Employment Options

BE THE CEO OF YOUR FUTURE

Informational Video: <https://youtu.be/fTapYAfD-qA>



Agenda

→Partners & Introduction

→The CEO Team

→Job Seeker Road Map

→Step by Step

→Questions, Next Steps & Contact

We're in this together!

Partners make it possible



Funding & guiding this project, PCSEPP 3



Since 1976, Marc Gold & Associates has been providing employment and community integration consultation nationwide. MG&A developed the concepts of this model



Our partner provider! All referrals to CEO must be engaged in/beginning a service with Kaleidoscope



Work Inc. is one of the newest employment service providers in RI, but we're not new to Customized Employment!



You are in charge! We are here to make employment the best it can be for you.



Operating Principles

CEO takes a strong stance with several core beliefs that influence all elements of service delivery.

THERE'S NO SUCH THING AS "JOB-READY"

There is a place in the workforce for anyone who wants to work.

FOCUS ON COMPETANCIES.

"Can't" and negative statements have no place here. We take the optimistic route.

EMPOWER THE INDIVIDUAL

Promote choice and decision making whenever possible.



MEET THEM WHERE THEY ARE

We're not here to change a person to fit in at a job. We're here to find the job that fits a whole person.



DO IT RIGHT THE FIRST TIME

By front-loading quality, thorough services from the start retention issues solve themselves.

What makes C.E.O different?

Traditional Supported Employment

- Respond to job listings
- Fill out job applications
- Job interviews
- Process is fairly quick
- Uses assessments /evaluations

CEO

- Gets to know job seeker 20+ hours of Discovery
- Gets to know Employers, carves out new job roles per individual based on skills/interests
- **Paid Internships**
- Robust supports and facilitation
- No assessment = No Failing/No Categorizing
- Nontraditional jobs

Your Team

Each job seeker is supported by the coordinated efforts of the CEO Services Team.

Customized Employment Developer

develops business partnerships and customizes internships and employment opportunities

Career Navigator

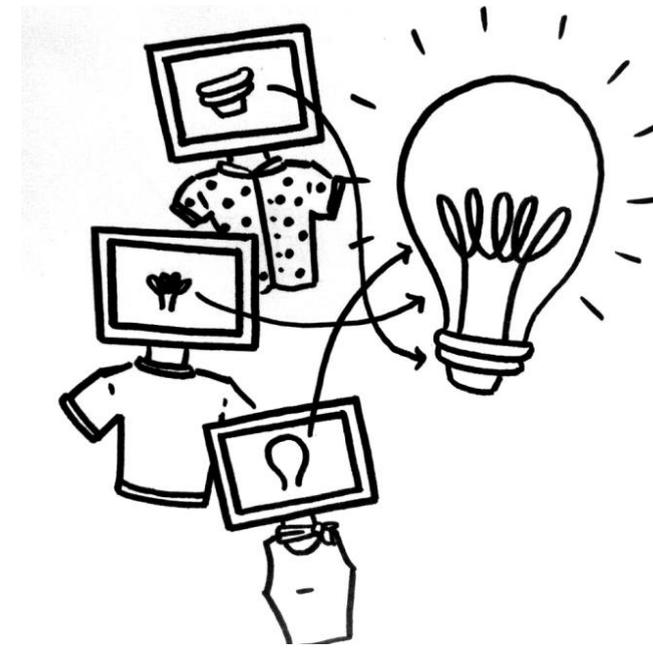
guides participants & their team in Discovery phases, oversees program activity

Career Facilitator

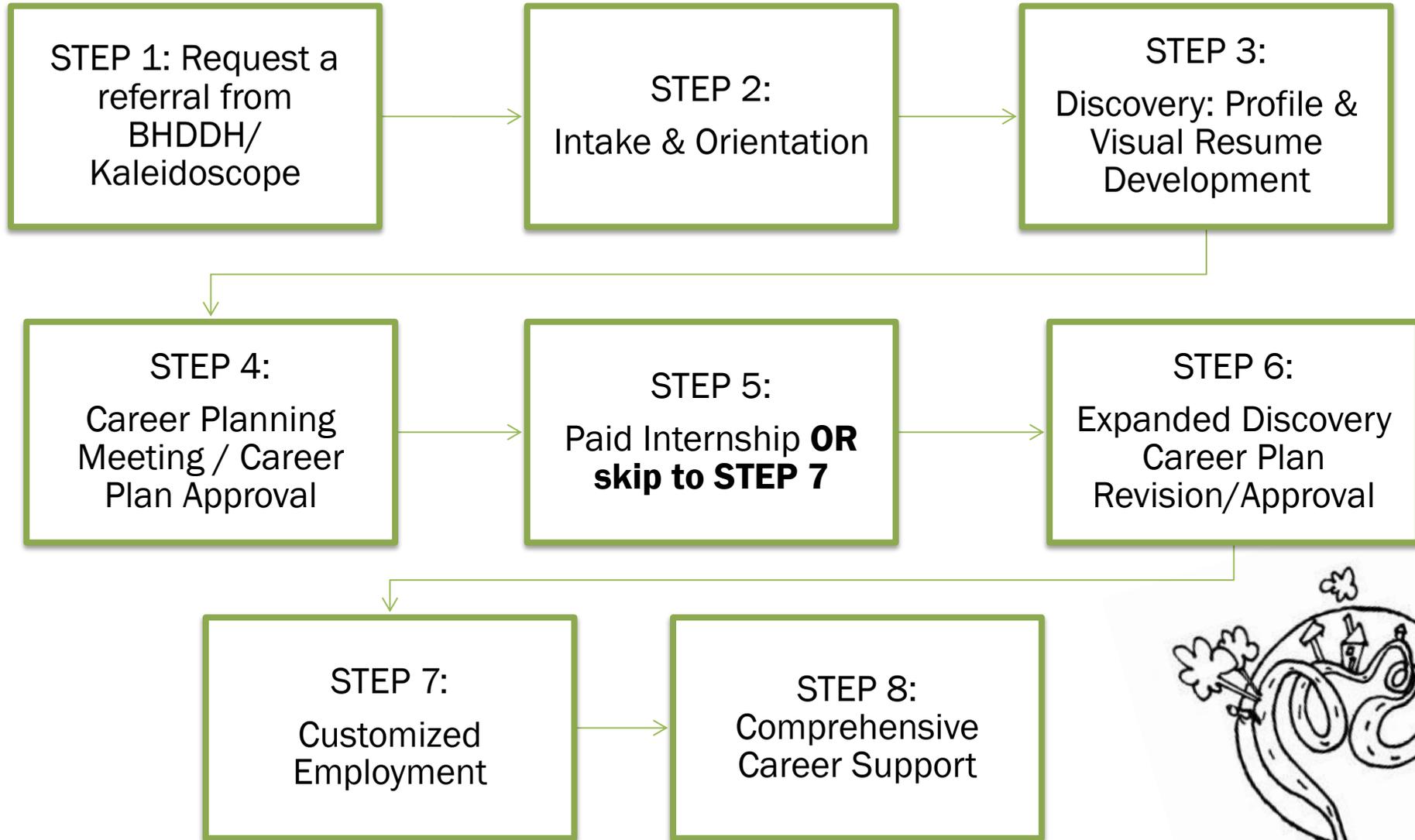
supports participants in placements at jobs or internships, educates employers and tracks success at worksites

Program Director

oversees all activity and steps in to assist throughout your service delivery



Job Seeker Road Map

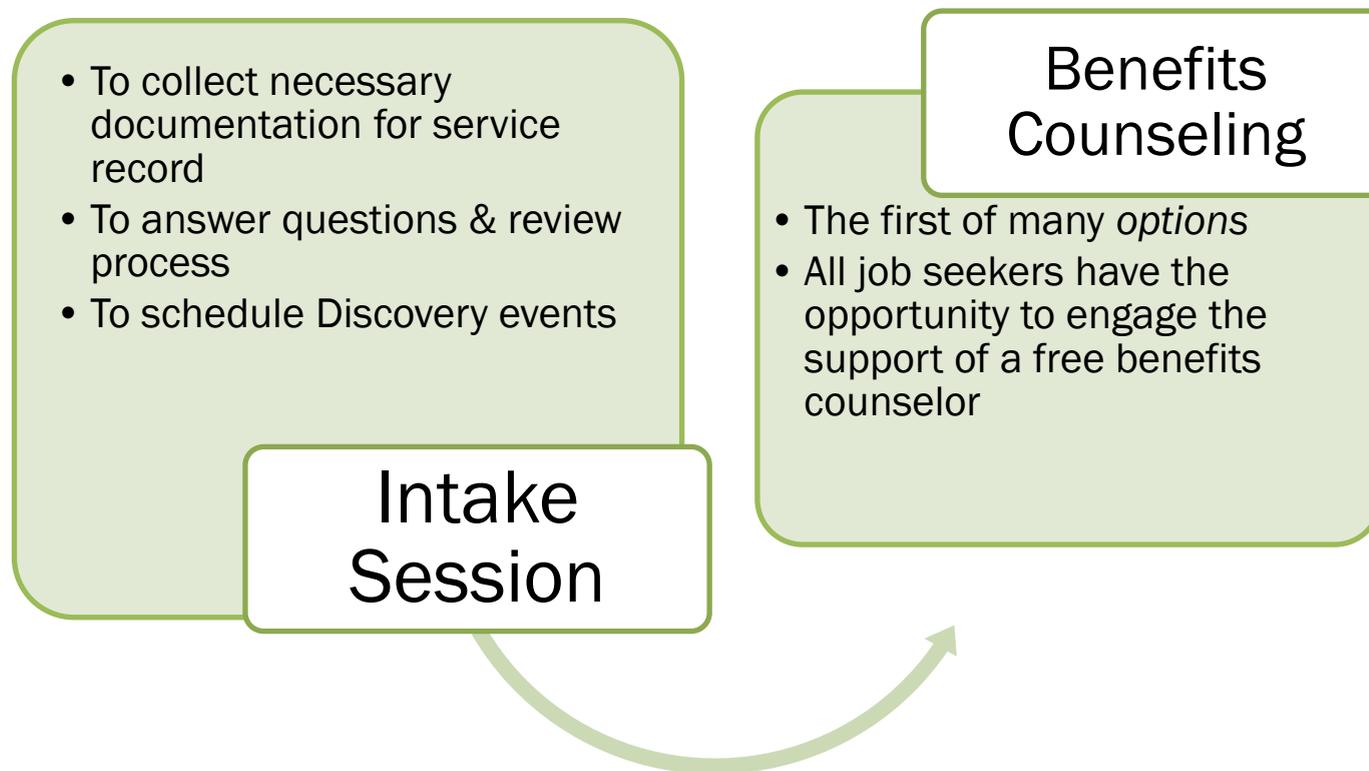


Step 1 & 2

Intake & Orientation

Our process is very thorough, and we want your experience to be a positive one from the very start.

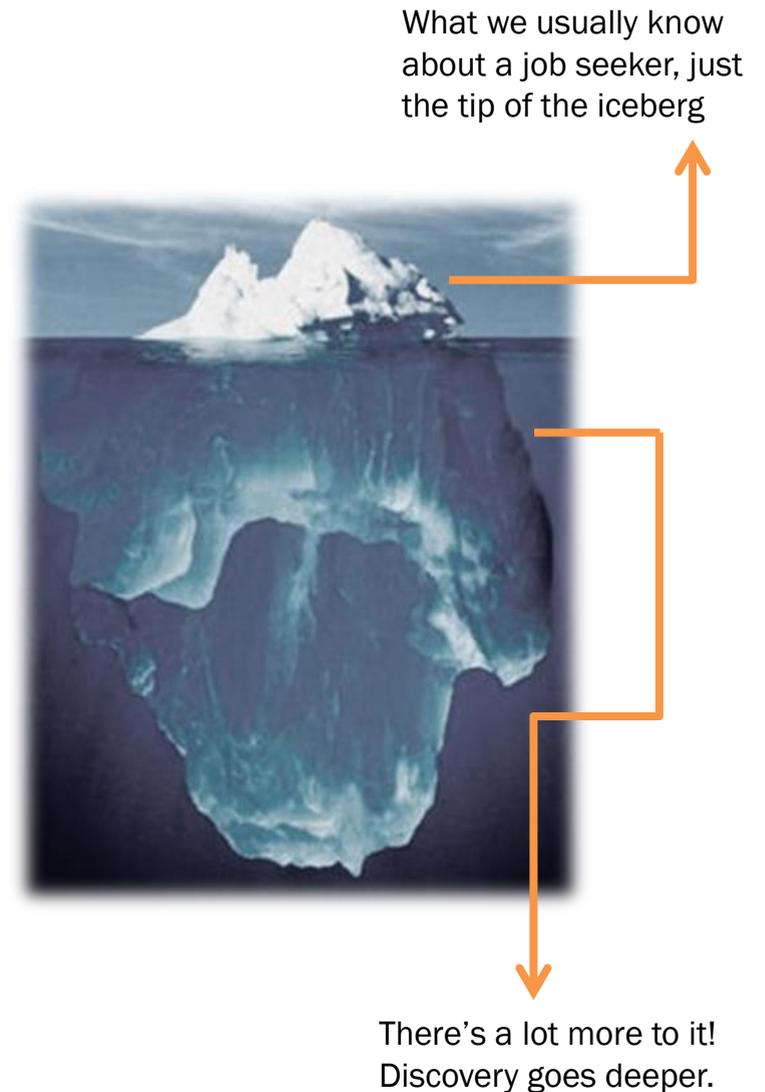
To do that, we begin with a brief intake visit that is designed to provide clarity and set up the rest of your service for success.



Step 3

Discovery & Profile Development

- **Discovery** the nontraditional, experience-based practice of gathering information to determine the *strengths*, *conditions*, and *interests* of any person with complex life.
 - “Who is this *whole* person?”
 - Competency-based
- **Profile** an in-depth, descriptive document which paints a picture of who the job seeker is, then translates findings into guidelines for career development



If we don't *really know* the job seeker, how can we properly plan for their employment?

Discovery emphasizes **time spent:**

- Career Navigator is sometimes observer, sometimes co-participant
- In the community and at home
- Familiar and unfamiliar
- Interviews with important people in the job seeker's life

NO MORE ~~Assessments – Tests – Evaluations – “Failing”~~

- An alternative to comparative assessment
- Competency-based, qualitative look at job seeker
- Translates life skills to contributions to employers
 - Forms the foundation for a plan

Profiles & Visual Resume

Profile

The profile is the written culmination of Discovery. It is made up of 3 Parts which inform and provide direction for internships & employment. It is a descriptive, thorough portrait of the job seeker.

Essential
pieces of
the
Discovery
puzzle

The Visual Resume is developed throughout Discovery. It is used to present an individual to employers in a format and narrative style that works for everyone.

Visual Resume

Career Plan Meeting & Career Plans



Hosted by Career Navigator, but *Starring* the job seeker

Celebrates the end of Initial Discovery Phase

Job seeker and their “VIPs” identify the ideal characteristics of work for them

Everyone participates, but it’s all about the job seeker – this is *your* meeting!

Presentation of Discovery findings & materials

Step 5

Internships (Expanded Discovery)

Paid Internships are the perfect place to learn about ourselves as workers. We partner with employers to make this valuable opportunity an option for everyone.

Once you get to work at an internship, you may learn things that **you have all kinds of options** to consider

Expanded Discovery adds to Initial Discovery findings in real time, real-life experiences at a work place. This further informs the career track, plans or next steps.



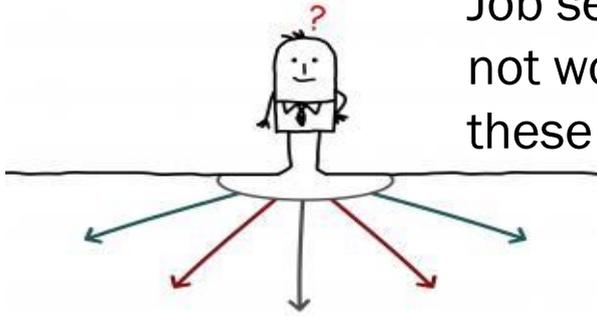
Like an experiment! Internships help you shape opinions to make smart work choices.

Step 5: Internships (Expanded Discovery)

- The CEO Team provides informed, specialized job training to intern
- Internships are **approx. 8 weeks** and interns will be **paid** hourly at minimum wage
- All worksites are vetted partners where the facilitator has spent 1-2 full shifts on the job there before the intern's first day
- Internships and the on-site supports are just as custom and individualized as employment opportunities are (see step 7-8)



Career Plan (Revised – Interns only)



Job seekers & support teams review what worked, what did not work, and what to do next, with a plan to pursue one of these outcomes:

- propose a position to the employer
- respond to an offer from an employer
- begin customized employment development

Step 7

Customized Employment

- CED will approach employers identified and approved by the job seeker in the Career Plan.
- CED will learn about the business and when a strong match exists, a job description will be created and negotiated.
- Job seeker is introduced through the visual resume, and is invited to take a tour before accepting an offer.



Step 8

Comprehensive Career Supports

MY FUTURE IS SO
BRIGHT



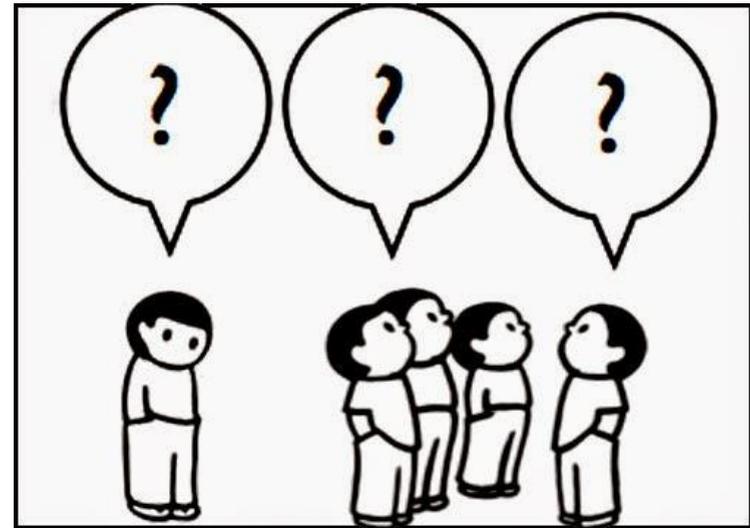
I GOTTA WEAR
SHADES

- The CEO Team will provide or arrange for all *employment supports* including on the job facilitation, benefits counseling, transportation coordination, and any needed assistive technology/tools/guides for on the job success. Referrals for additional services can also be made.
- Job training for assigned tasks will utilize principles of systemic instruction, task analysis and chaining.
- The team will provide necessary training for the supervisors and co-workers of all CEO interns/employees.

Watch the full presentation!

<https://youtu.be/fTapYAfD-qA>

Any Questions?



If you're interested in receiving services contact your BHDDH Social Case Worker, Kaleidoscope Case Manager, or directly to Kristen Piccolo at Work Inc.

 617.691.1707

 508.505.8436

 kpiccolo@workinc.org

 Work, Inc. 121 Bacon St, Pawtucket, RI