

**Customized
Employment 2.0:
*Principles to
practice***

CoP #1

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TransCen

MEANINGFUL WORK + COMMUNITY INCLUSION

Building Meaningful Lives 2.0

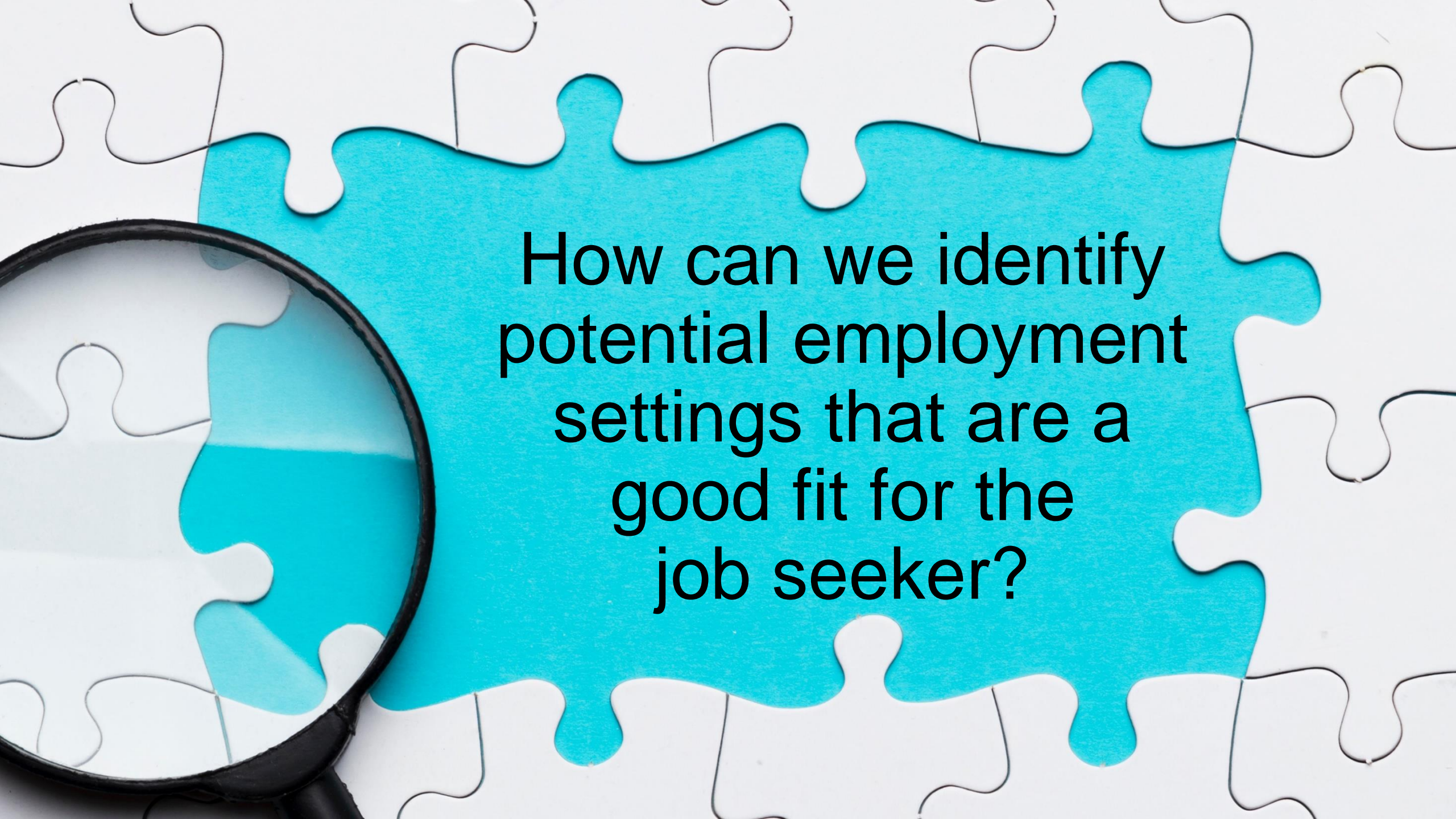
Community of Practice #1

Objectives:

- Practice what we learned in the training
- Share experiences and using discovery and profile tool.
- Learn to use Venn Diagrams to generate ideas for possible employment options.
- Develop a *Community of Practice* for CA service providers around Customized Employment and Employer engagement.
- Increase opportunities for job seekers with disabilities!

Customized Employment

Not looking for jobs, it's about creating opportunities

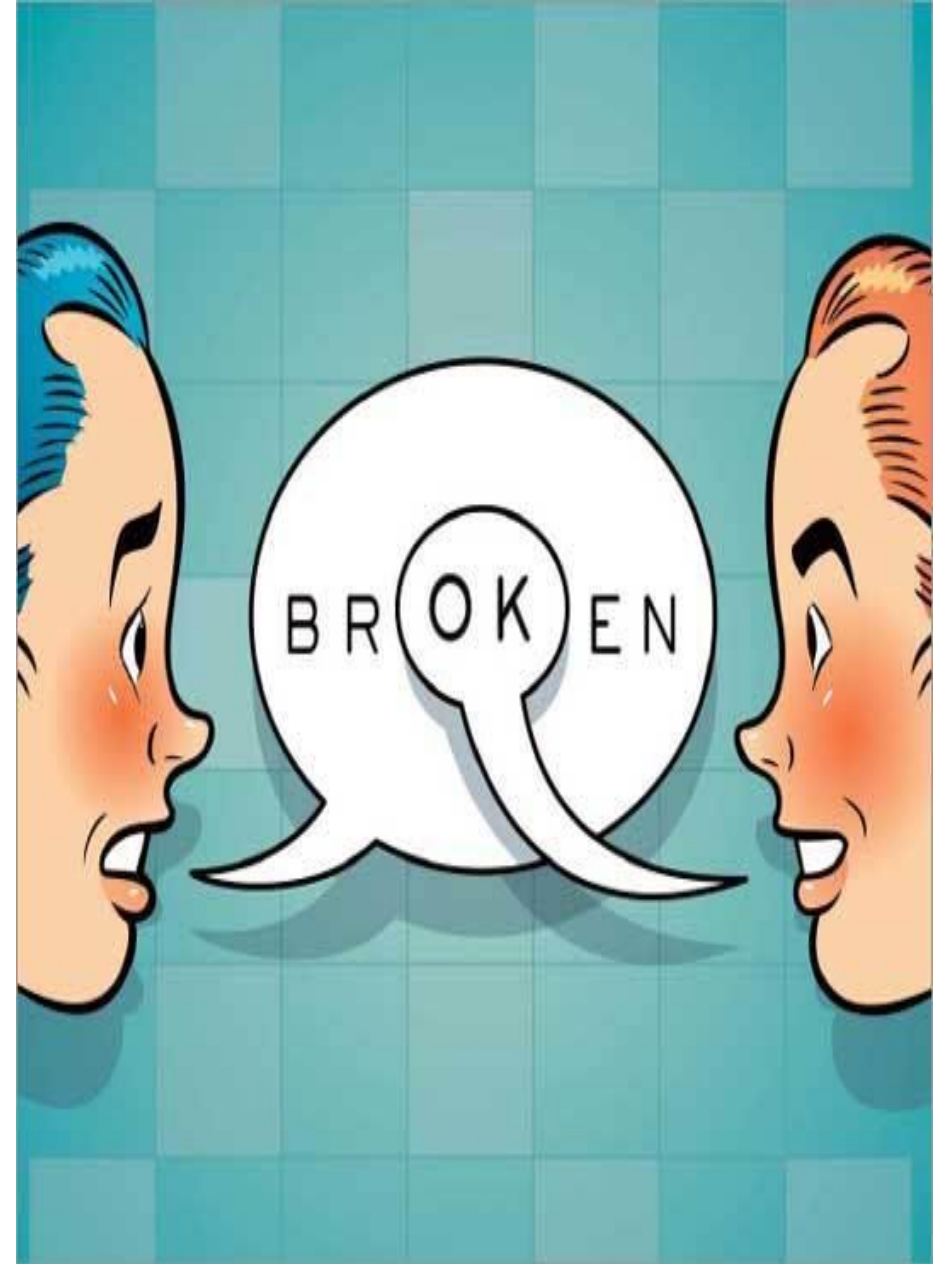
A large blue puzzle piece is centered on a white background of other puzzle pieces. A magnifying glass is positioned over the left side of the blue piece. The text is written in a bold, black, sans-serif font on the blue piece.

**How can we identify
potential employment
settings that are a
good fit for the
job seeker?**

Starts with Reframing How We See the People we Serve

- Focus has been on *Disabilities*, what is wrong or broken
- Instead of what is ***meaningful***. What defines this person?
- What are their passions, skills, strengths and life experiences

Discovery & the
Positive Personal Profile



Who's in the Zoom Room?

What's your team's NAME?

Where are you from?

Who is your Jobseeker?


Who is on your team?



Positive Personal Profile

- What are my skills and interests?
- What is meaningful to me?
- What are my dreams and goals?
- What are my life experiences?
- What do I value most in my life? What guides my actions?
- Any unique talents?

What is your profile? What is meaningful for you?



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Positive Personal Profile

Name: _____ Date: _____

<p>Dreams and Goals: What do you really want to learn or do? What is your dream job? What do you hope your life looks like in 3 to 5 years?</p>	<p>Interests: What activities are you enthusiastic about? Do you have hobbies? What are your passions?</p>
<p>Talents, Skills and Knowledge: What are you good at? What are your natural gifts?</p>	<p>Learning Styles: How do you learn best? Tell me about a thing you have learned successfully</p>
<p>Values: What is important to you? What are your passions? What guides your life?</p>	<p>Positive Personality Traits: What do people compliment you on? What makes you a good friend?</p>
<p>Environmental Preferences: Do you prefer to work alone? With people? Outdoors or indoors? In a silent place or noisy?</p>	<p>Dislikes: What types of jobs would you hate? What kinds of things do you not like doing? Any "deal-breakers" or things that make you mad?</p>
<p>Work Experiences: Talk about your previous places you worked. What did you learn there?</p>	<p>Support System: Who do you go to for help? Who do you look to for advice?</p>
<p>Specific Challenges: Are certain things troublesome or hard for you? What might impact your success in the community or at work?</p>	<p>Solutions and Accommodations: How do you deal with or overcome these difficulties?</p>
<p>Career Ideas, Community Connections and Possibilities to Explore:</p>	

Positive Personal Profiles: Insights, Big ah-ha's & any challenges?



What did you learn doing the
PPP?

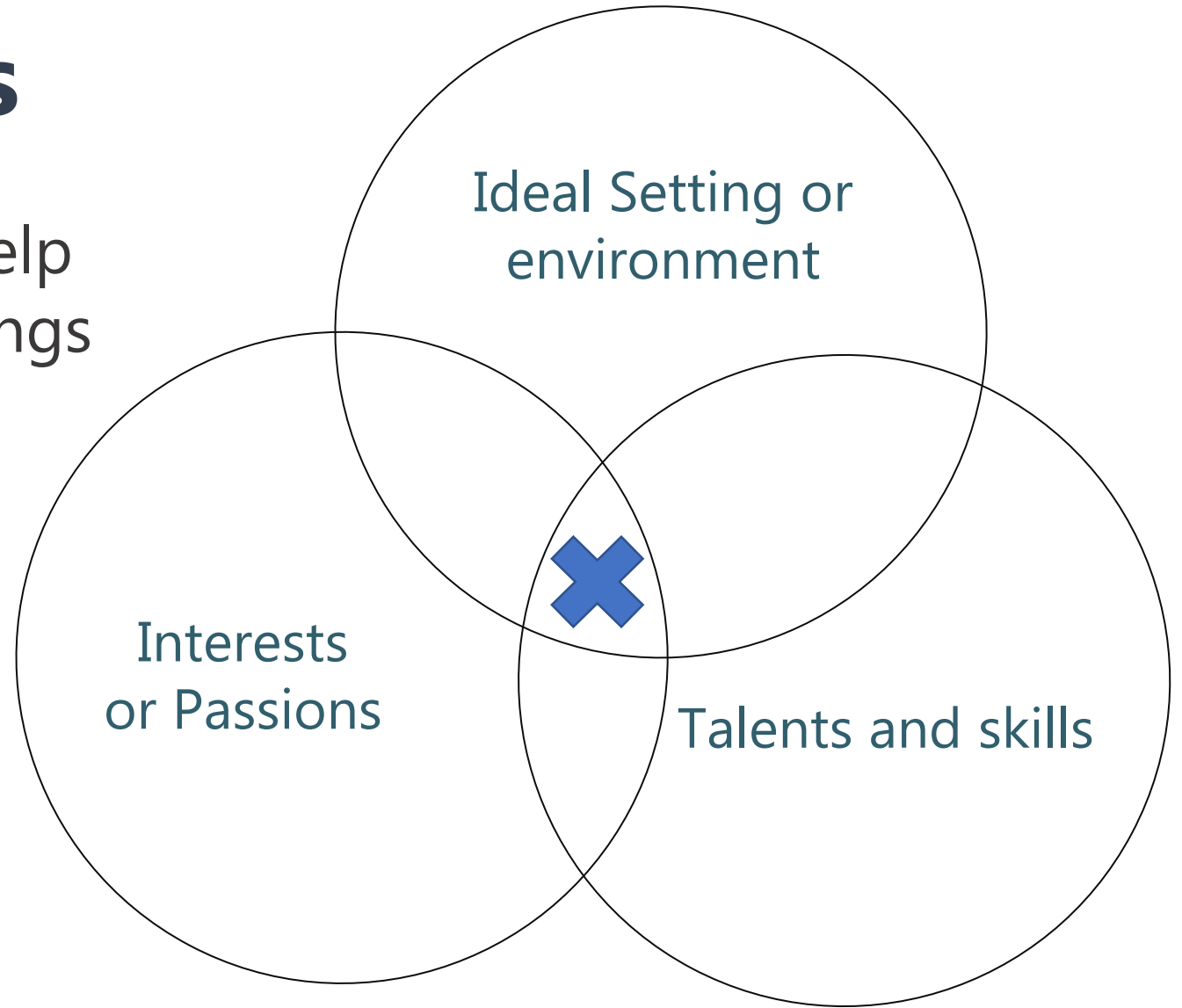
*Has a black belt in karate.
Loves to bake bread.
Born in Costa Rica, knows Spanish.
Has a cat named Mittens and a
snake named Bobo.
Takes care of the poultry.
Plays the piano.
Loves fast, expensive cars.*

A Customized Process

Targeting Potential Opportunities

Venn Diagrams

Use Venn diagrams to help target employment settings



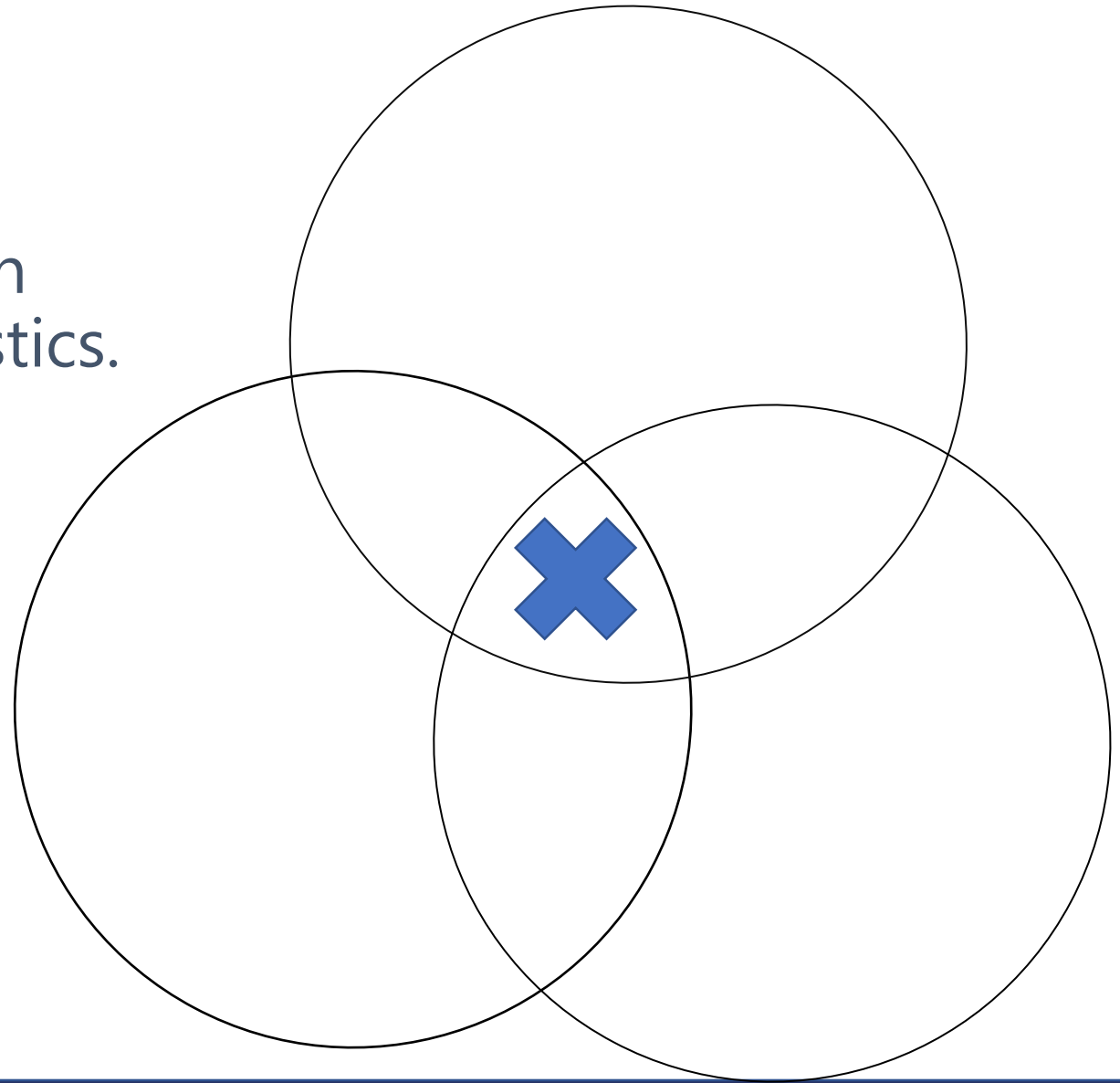
Venn Diagrams



Let's do some *Venn Diagrams*
for one of our jobseekers

What's a good job?

Use VENN diagrams to target employment settings based on candidate's unique characteristics.



Customized Employment 2.0: Community of Practice #2

CoP#2:

Monday, October 9th, 3:00-4:00/Elevator speeches and informational interviews

During this session, we will share creative ideas for “finding and connecting with employers” to learn about business needs. We will discuss questions to ask during informational interviews, including when and how to include a job seeker in this process.

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About TransCen

TransCen, Inc. is a national organization offering web-based and in-person training for state agencies, school districts, provider organizations, and others interested in meaningful work and community inclusion for individuals with disabilities.

Learn more about our work: www.transcen.org

Contact us at inquiries@transcen.org for more information!

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