



The **Vermont Developmental Disabilities Council** presents...

EMPLOYMENT FOR ALL! *A training by Griffin Hammis Associates*

Customized employment training for family members and providers who want to take a more inventive approach to creating wage positions and helping job seekers and their families to develop small businesses!



Unit 1: Introduction to Customized Employment (4 Hours Virtually)

- **Thursday July 14, 2022**
- **Saturday July 16, 2022**

This session defines CE in functional terms through the exploration of wage and small business examples drawn from across the United States, showcasing the CE process, understanding the guiding values of community participation, amalgamation of funding, best-practices in rehabilitation and job development techniques, and staff, family & job seeker roles.

Customized Employment strategies are qualitatively different than traditional employment strategies, and this session walks families through these differences to leave them with the clear understanding that there are an unlimited number of ways to make a living in the world and that with CE their family members can and should expect to achieve meaningful employment that goes far beyond the ubiquitous high-turnover, entry-level positions.

Proposed learning objectives:

1. Define Customized Employment.
2. Distinguish Customized Employment (CE) from traditional job search strategies.
3. Define the core steps of customized employment.
4. Describe the role of each Customized Employment team members.

Unit 2: The Discovery Process/Discovering Personal Genius (4 Hours Virtually)

- **Thursday July 28, 2022**
- **Saturday July 30, 2022**

This session covers the critical elements of Discovery and specifically focuses on the **Griffin-Hammis Associates (GHA) process for Discovering Personal Genius**. GHA firmly believes that all people possess some form of Personal Genius and the best way to find (discover) this is to take

a very positive look at who employment seekers are right now. This includes exploring their personal attributes, interests, ideal environmental work conditions, interests, skills, and tasks currently mastered. **Discovering Personal Genius requires spending time with people in their lives and with the people who matter the most to them.** Ultimately the time spent discovering, reveals possible vocational themes that become the foundation for Customized Job Development.

Proposed learning objectives:

1. List the key activities involved in Discovery.
2. Describe the purpose of each key activity in Discovery.
3. Identify vocational themes.
4. List steps family members can take to support Discovery.

Unit 3: Customized Job Development (CJD) Strategies (4 Hours Virtually)

- **Thursday August 11, 2022**
- **Saturday August 13, 2022**

Customized Job Development builds organically from the information gathered during Discovery and actively engages the employment seeker's social capital (family, friends, connections) to connect with community businesses. The focus throughout is not to find open/available positions, but rather to **create employment opportunities that benefit businesses and help job seekers** become active members of their communities. Hallmarks of CJD include use of economic development strategies for job creation as well as self-employment/entrepreneurship.

Proposed learning objectives:

1. Explain how Discovery information is used in Customized Job Development.
2. Describe the Lists of 20.
3. List the key activities involved in Customized Job Development.
4. List steps family members can take to support Customized Job Development.

Unit 4: Systematic Instruction & Natural Supports (2 Hours Virtually)

- **Thursday August 25, 2022**

This session offers families a broad look at systematic instruction strategies to understand **effective teaching strategies** and the importance of employment seekers becoming a part of the workplace to maximize autonomy, satisfaction, and financial/career growth opportunities.

Proposed learning objectives:

1. Describe strategies for establishing and using natural supports.
2. List steps family members can take to support effective teaching.

Unit 5: Social Security Work Incentives (4 Hours Virtually)

- **Thursday Sept. 8, 2022**
- **Saturday Sept. 10, 2022**

This session teaches the basics of **Social Security Work Incentives** and how they can be used to help people make more money and still maintain their health benefits. Self-employment work incentives will also be covered including the unique opportunities for building assets business ownership provides. Other topics include Medicaid protected trusts and the ABLE Act.

Proposed learning objectives:

1. Describe general effect of work on Social Security Disability Insurance (SSDI) and on Supplemental Security Income (SSI) and Medicare
2. Describe work incentives that support working
3. Describe benefits counseling and ways to access that service.

Unit 6 Entrepreneurship/Self-Employment (6 hours on site)

- **Saturday, September 24, 2022**
- **Location to be announced**

Of late, **a growing number of employment seekers and their families are selecting entrepreneurship as a career strategy**. Some believe it is an outcome of COVID or a reflection of the critical need to have more control over how individuals spend their days- doing the type of work that they want to do- and the possibly of retaining more money. This session explores the basics of starting and maintaining a small business and highlights the importance of using a team strategy and building the business around something the employment seeker really wants to do. Other key topics include, business research, business concept development, funding, feasibility planning, business planning, stability, and succession planning for supports.

Proposed learning objectives:

1. Name the five core steps to self-employment.
2. Describe two common resources that support all people pursue self-employment.
3. Describe two common resources that support people with disabilities pursue self-employment.