

Introducing Customized Employment

Customized Employment (CE) is a strategy for helping job candidates find employment that match their interests, skills, and conditions of employment and meets the needs of an employer. It starts with Customized Discovery, learning about the job candidate, connecting with others, and identifying vocational themes (i.e. categories) that represent an unlimited collection of jobs. Too often job descriptions are narrow and limiting reducing the job search. Using vocational themes to plan for customized job development results in a broader, richer palette of career opportunities. Customized Employment will look and feel different than other employment services or strategies, because we spend more time getting to know the job candidate and move away from pursuing posted job openings and other traditional strategies that require comparing and competition, where not all job candidates are highlighted at their best.

01



VISIT THE HOME, FAMILY, COMMUNITY

We want to get to know you & your community. Where you are at your best & doing what you love. We'd love to talk to family, friends, teachers, & others who know you well. The goal is to learn about your strengths, which helps to guide next steps.

Weeks 1 - 3

02



TRY NEW THINGS

What do you enjoy doing? Where are places you enjoy? How are you best supported? What do you want to learn? We want see you do the things you enjoy & create opportunities to try new things based on your interests & strengths. We will try new things in familiar places like home & school, & new places like a business.

Weeks 4 - 8

03



TALK TO PEOPLE IN THE AREAS OF INTERESTS

The first two steps help teach us about your interests, strengths & support needs. This step helps us learn about paid opportunities that may match them. We will go together to local businesses & speak to the owners or managers to get information & advice about working in your emerging themes of interest.

Weeks 9 -12

04



JOB DEVELOPMENT PLAN

Your skills, talents & conditions for employment helps to build a plan for customized job development. You & your team will develop the plan. We'll brainstorm a list of 60 businesses that share your same interests/themes. The team will review if they have connections to those businesses.

Weeks 13 & 14

05



CUSTOMIZED JOB DEVELOPMENT

Using the plan for customized job development, you & your job developer will reach out to businesses identified using the relationships of the team. The job developer builds relationships with businesses to learn about needs that meet your skills and interests.