

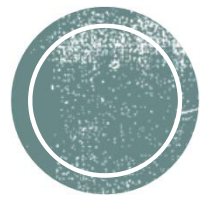
Customized Employment



Customized Employment

A flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development – one person at a time, one employer at a time.





Making the Case:

Building Customized Employment Capacity in the VR Community

Kim Peck, Director DEED-VRS

VR Community Leadership in Customized Employment

Kim Peck

Director

DEED-VRS

June Schelde

President

Steve Ditschler

President



Defining the Need: VRS Counselor Perspective

- Jessica Outhwaite – St. Cloud VRS
- Kendra Mooney – St. Cloud VRS
- Jenny Reinardy – Anoka VRS
- Tricia Kallunki – Anoka VRS



What is Customized Employment?

Customized employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified business needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development — one person at a time, one employer at a time.

- More information can be found at: [DOL - Office of Disability Employment Policy](#)



Three Key Phases to Customized Employment

1. Discovery
2. Job Development
3. Systematic Instruction



Discovery Assessment

Profile Document

- Exploration
- Home visits
- Neighborhood mapping
- Network interviews
- Skills verification
- Photos and videos

Customized Plan of Employment

- Identify the job seeker's most important conditions for success
- Develop a task list written into business language for each interest area identified
- Create a listing of specific employers who are felt to be a match for the person's conditions and interests

Visual Resume

- Highlights who a person is, conditions of employment, and how they can best contribute to a business
- Shows examples of an individual at work or demonstrating abilities
 - Source: MG&A certification handbook



Job Development

- Focuses on Individualization – one person and one employer at a time
- Promotes negotiated wage for minimum-wage or higher pay
- Focuses on engaging employers in the community or developing self-employment capacity
- Facilitates mutually beneficial voluntary employment relationships
- Presumes that all individuals can work
- Failure is not viewed as a negative. It allows for learning and the ability to “fine tune” the process
 - Source: WINTAC



Systematic Instruction

- Breaking down a job task to the most basic steps possible and working with the individual to learn each step, one step at a time
- The concept, technique and approach of “Try Another Way” for the individual to best learn new tasks and responsibilities
- Primarily used to assist teaching the individual a new job task, but can also be used to identify potential job tasks prior to and during negotiations with the employer
 - Source: MG&A certification handbook



Training Leaders in Customized Employment

Marc Gold & Associates

Griffin-Hammis

Trans Cen

In conjunction with WINTAC, YTAC and Virginia Commonwealth University, these training entities created the Universal Essential Elements of Customized Employment



Implementation of Customized Employment PBA in late 2018

- Higher PBA rate structure for CE will be implemented in late 2018
- DEED-VRS and DHS are partnering to leverage full funding options through blending and sequencing of multiple funding sources
- To get paid at the higher PBA rate Community Partners must:
 - ✓ Successfully complete CE Training by one of the training entities from Slide 10
 - ✓ Reflect completion and certification in CE training for each staff providing CE
 - ✓ Submit CE documents for review by a VRS Customized Employment Specialist
 - ✓ Meet these standards once the new CE PBA initiates

