

Customized Employment via Discovery

Created for Abby
and Abby's Discovery Team

EXAMPLE



JOB SQUAD

Employment Strategiesariellen (Mari) Lopez

Getting to know Abby

- Family, Community and Team supports
- Activities based on interests, skills and experiences
- Keeping in mind changes in existing schedules
- Seeking out the “best fit” environment for potential employment
- Exploring good job matches within Abby’s community
- Discussing and getting ideas and feedback from Abby and her Discovery Team

EXAMPLE

Abby's Discovery Team

Team scope:

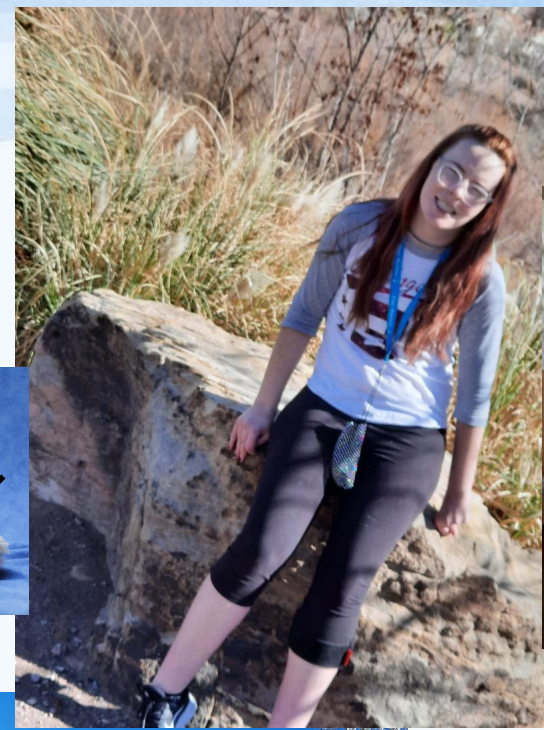
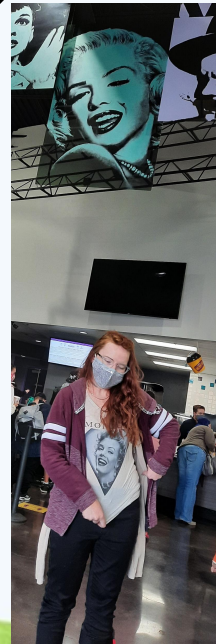
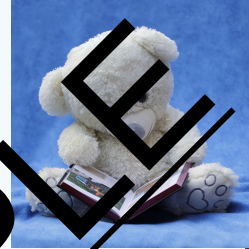
- ❖ To collaborate, network and idea-build to plan the best outcome for Abby
- ❖ To view initiated activities which encourage Abby's abilities and interests while focusing on "best-fit" community and business contacts
- ❖ Help to define a career path

Let's get started!!!!



Some of Abby's interests

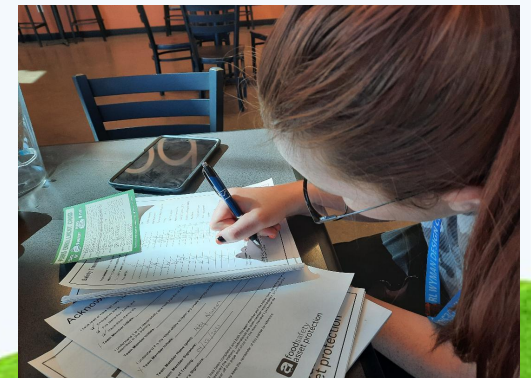
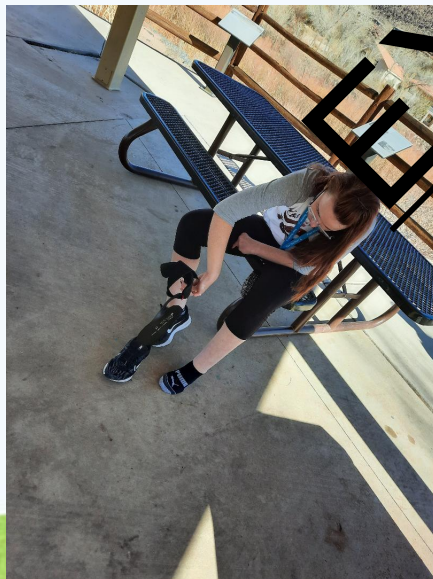
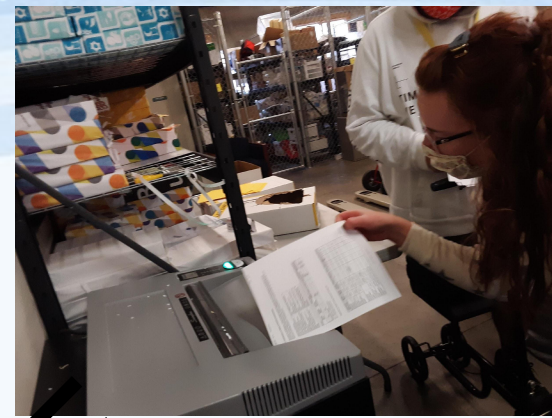
- ❖ Make-up/ Cosmetics
- ❖ Sense of Humor
- ❖ Photography/ Nature
- ❖ Mermaids/ Teddy Bears
- ❖ Organizing
- ❖ Going out/ events
- ❖ Books/ Arts & Crafts



EXAMPLE

Abby's Work Experiences and Task Activities

- Document shredding
- Sanitizing/ Cleaning
- Picking up/ Organizing
- Folding, Rolling and Fastening
- Safety practices and procedures



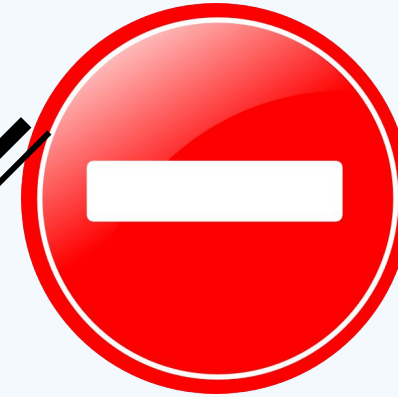
EXAMPLE

What Works and What Doesn't



Competitive pay
Flexibility with schedule (hours/ days)-
(build up to working more)
Opportunity to be social during work
Needs consistent rest and
nutrition/snacks so she has energy she
needs
Needs balance (spending time doing
hobbies and work)
Needs a job where she feels challenged, making a
difference, a pathway to build on skills and learn
more.

EXAMPLE



Non-paid work
Traditional job duties

Unfriendly environment
Not being challenged or not learning new
things

Willingness to learn

positive

Abby's Contributions to
the Workplace

EXAMPLE

friendly

Inspiring!

Strong work ethic



Task Lists

organizing/cleanliness



Sanitizing
Distributing masks to customers

health/ beauty



Returning items to shelves
Face forward products
Health ambassador
product specialist/samples
product fulfillment (organization
vitamins/health

jewelry making? packaging

nature/ photography



Face forward products
Watering plants
organizing photos
photography assistant
packaging/processing

Let's List 20!

Based on Abby's 3 interest categories,
Let's list 20 resources/ businesses for each...

Organizing/ Cleanliness

- Preston Document Shredding
- Les Olsen Printing
- Painted Pony (utensil rolling)
- Book Bungalow (dusting)
- Lin's Grocery

Health / Beauty

- Merle Norman
- Ulta
- Sally's Beauty
- Paparazzi-
*(Karen/Colleen have a contact)
- Beauty Specialty counters in mall Dillards
- Independent distributors-
Balance of Nature
- Health/Vitamin
- Dixie Nutrition
- Hair salon
- Lin's Grocery

Photography/ Nature

- Steamroller
- Town Park Carousel

EXAMPLE

Existing Appointments, Supports and Services

- ❖ Natural Supports

Family and Friends

- ❖ Fixed Appointments

Speech Therapy

Physical Therapy

Medical and other Appointments

- ❖ Arrangements and schedule changes to consider prior to and once employment begins for the following:

School (Post High)

Residential Service (NE Services)

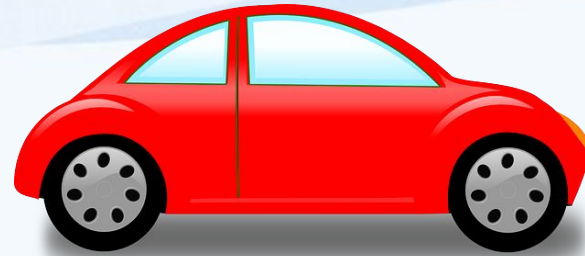
Day Program

Transportation

EXAMPLE



Day Program



transportation



Post High



Job preparation

EXAMPLE

Schedule Changes and Arrangements to discuss

- ❖ Transportation to/ from work
- ❖ Day Program
- ❖ Post High
- ❖ Preparation for work

At the time of this Meeting, Abby has a proposed job offer!



Mondays

11:30-1pm



Tuesdays

11:30-1pm



Wednesdays

11:30-1pm

Transportation once Abby starts working



TO WORK: During school year (ends in May) the bus will take Abby

Mari will coach

After the school year ends, NE Services will provide transportation TO and FROM WORK



FROM WORK: On Mondays and Wednesdays, NE Services will provide transportation and return Abby to school to take the bus home. On Tuesdays Karen will provide the ride.

Technology Needs: things Abby will need to make work tasks easier

Text to speech app for phone

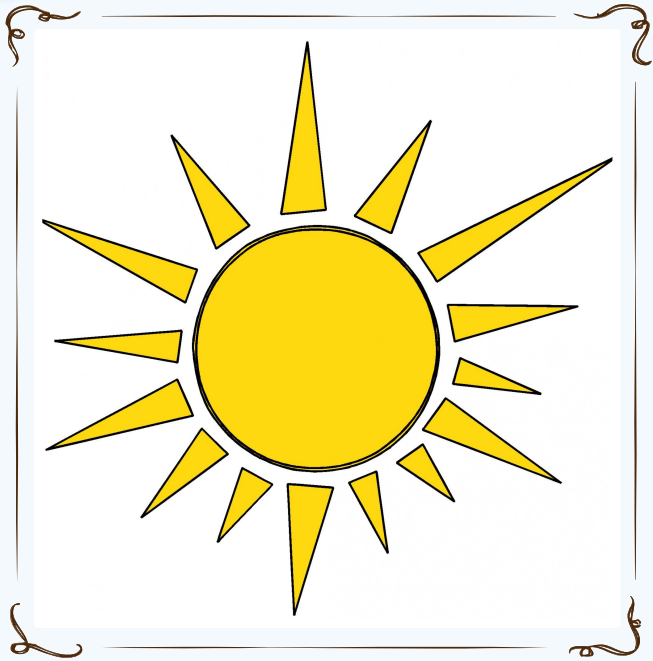


Hands free phone carrier



EXAMPLE

Activities for extra time once school ends



Day Program Activities



Visit friends



Once proficient on the job,
ask for more duties/ hours



You are appreciated!!!
Thank you for participating in
Abby's success in the Discovery
process.

What is Next?

EXAMPLE

Recommendations:

- ❖ Job Development- includes Hybrid Resume, contacts, application submissions, interviews and help with form completion
- ❖ Customized Placement Proposal negotiations- for tasks and duties, hours and accommodations
- ❖ Full shift Coaching- for learning to master tasks, reinforce and build natural job supports and provide monitored supervision for safety and job performance
- ❖ Performance expectations- includes evaluation from employer and coaching provider as well as providing updates to Vocational Counselor and Service Specialists.
- ❖ Continued collaboration with team to advance opportunities and ensure we are supporting what is important to Abby

EXAMPLE



This concludes our presentation.

Be on the lookout for Abby doing great things!

EXAMPLE

