

Customized Employment

One agency's experience

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What is customized employment?

The U.S. Department of Labor defines Customized Employment as the voluntary negotiation of a personalized employment relationship between a specific individual and an employer that fulfills the business needs of the employer.

Possible negotiated points

- Job duties
- Time, hours, and location of the job
- Supports and supervision necessary to carry out the job duties
- Productivity and outcome expectations

Common Terms

- Job Carving – Creating a new job description by modifying the existing job description. The carved job description contains part of the original's job duties.
- Negotiating a job description – Consist of a review of the company's entire list of duties to create a new, individualized job description. (May involve pulling duties for different job descriptions to create a new one).
- Job Creation – A newly created job description is negotiated based on the unmet workplace needs.
- Job Sharing – Two or more people share the tasks and responsibilities of a job based on each other's strengths.
- Micro-Enterprise – small business within a business

The process of creating
a customized plan

Employment Plan

Develop an Employment Plan with the individuals. The Employment Plan describes the individual's strengths, skills, needs, and desires in regards to employment. The Employment Plan also looks at current career desires and future career desires.

Creating a plan

- Meet with individual plus others: could include family, friends, caregivers, extended family, pastors, etc.
- Focus the meeting on interests. Consider interests from now as well as in the past.
- Brainstorm where those interests happen.

Explore the plan

- Be creative in thinking of those places
- Go to various places that the preferred activities might occur with the individual
- Identify what appears to be an interest
- Visit again. Observe various jobs.
- Identify parts of a job that a person could do that will help the employer.

Marketing Plan

The Employment Specialist and the individual develop a Marketing Plan which consist of a list of employers they want to target and specific “tools” they can use to market to that employer (example: the individuals experience, the known fact the employer has high turnover, etc...)

Informational Interview

The Employment Specialist sets up an Informational Interview with the employers on the Marketing Plan. The Informational Interview is used to introduce the employer to our services, but more importantly to learn about the employer's needs.

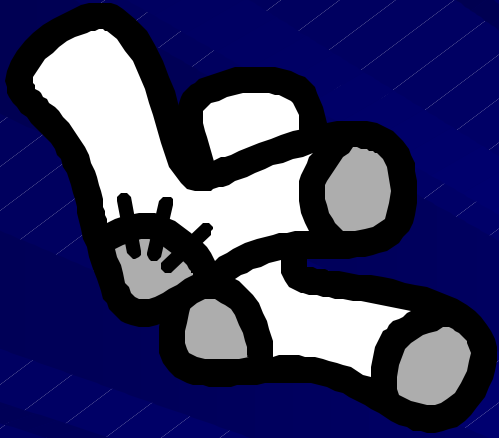
Proposal and Implementation

- Next the Employment Specialist designs a proposal of how we can assist the employer with meeting their needs. The proposal is introduced to the employer and changes are made as needed.
- Once we implement the proposed idea, we constantly are checking in with the employer and individuals we support to ensure everyone is satisfied.

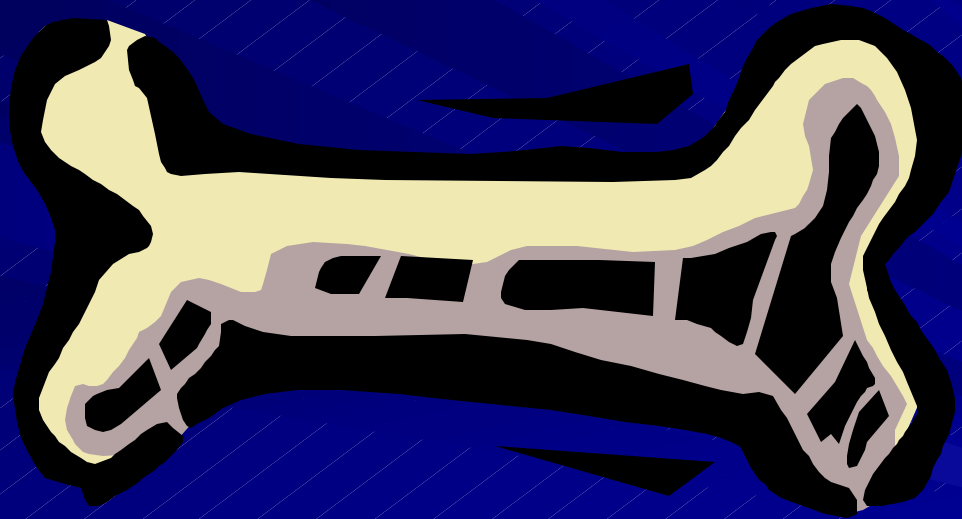
Market to employer

- Discuss the employer's need
- Discuss how the placement will assist the employer
- Negotiate a win-win situation
- Never use pity or duty to community as reasons to employ an individual

John



Chris



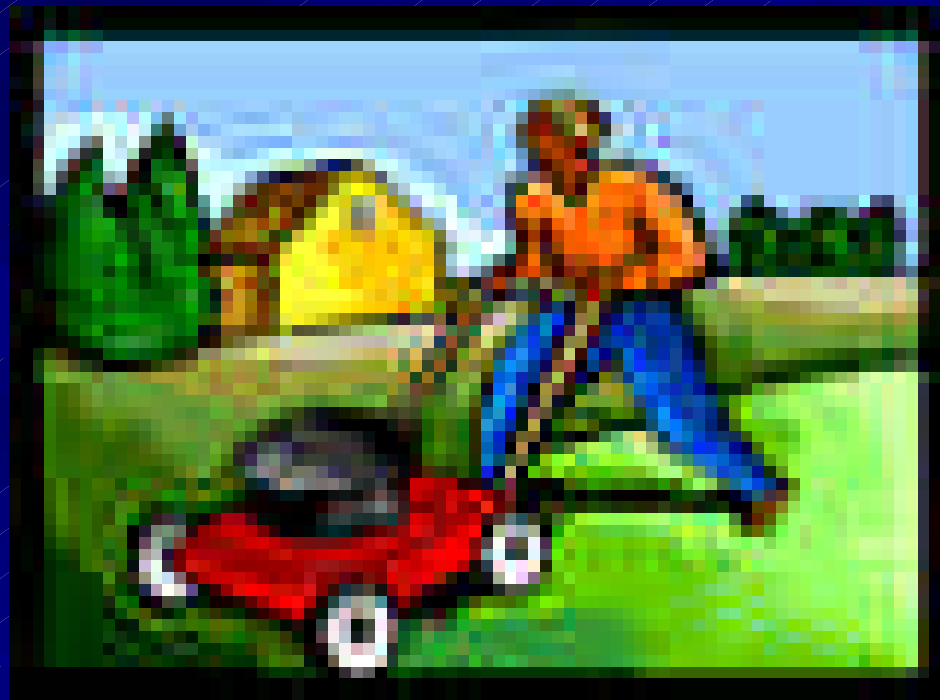
Rachel



Larry



Don



Kenny

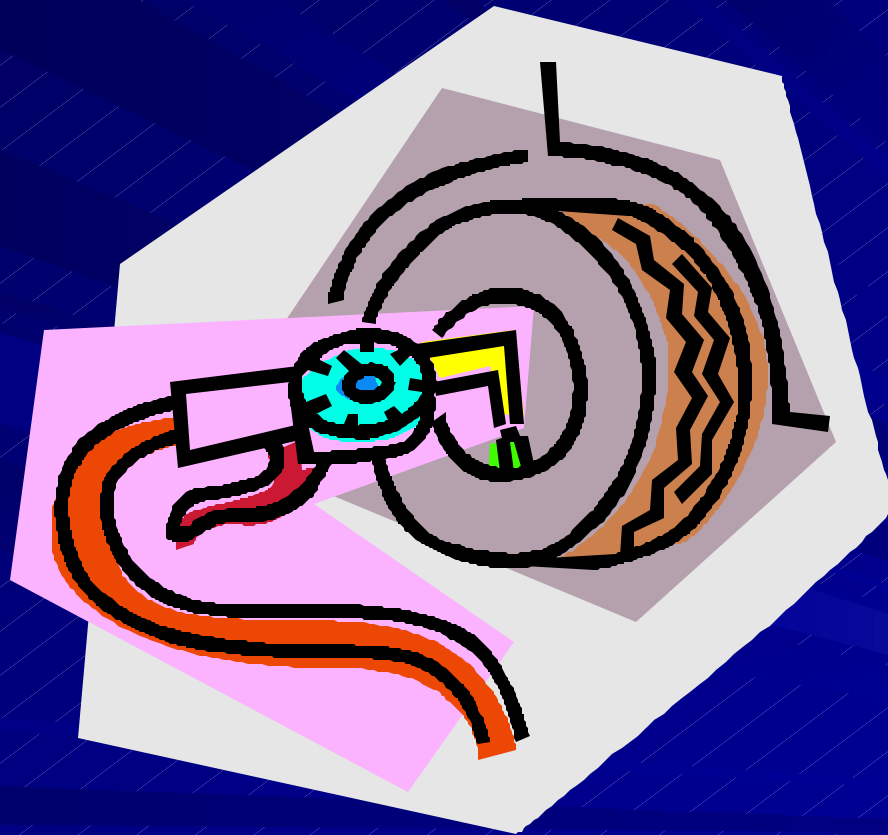
- Flag man on road construction



Tom



Sylvester



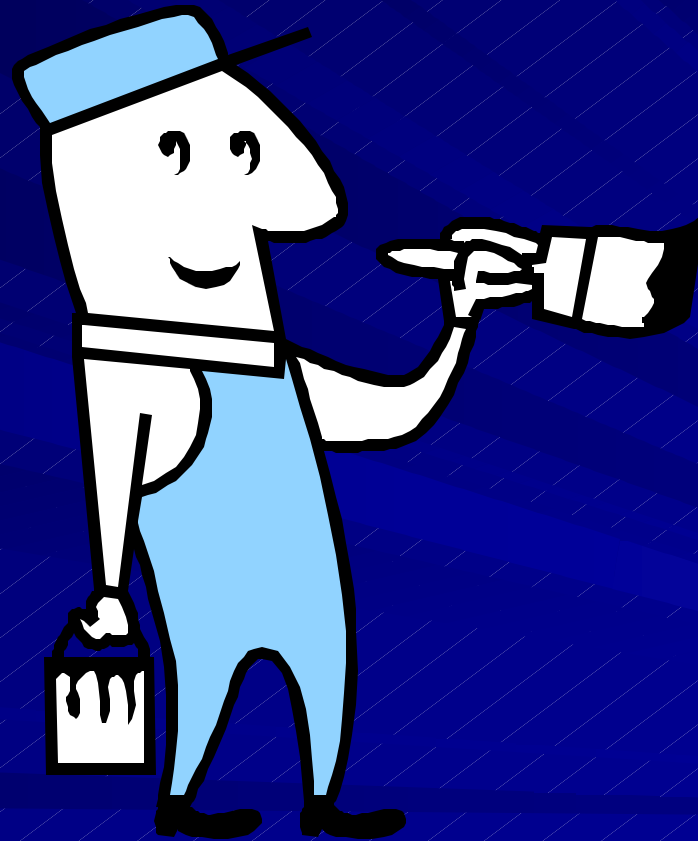
Lane



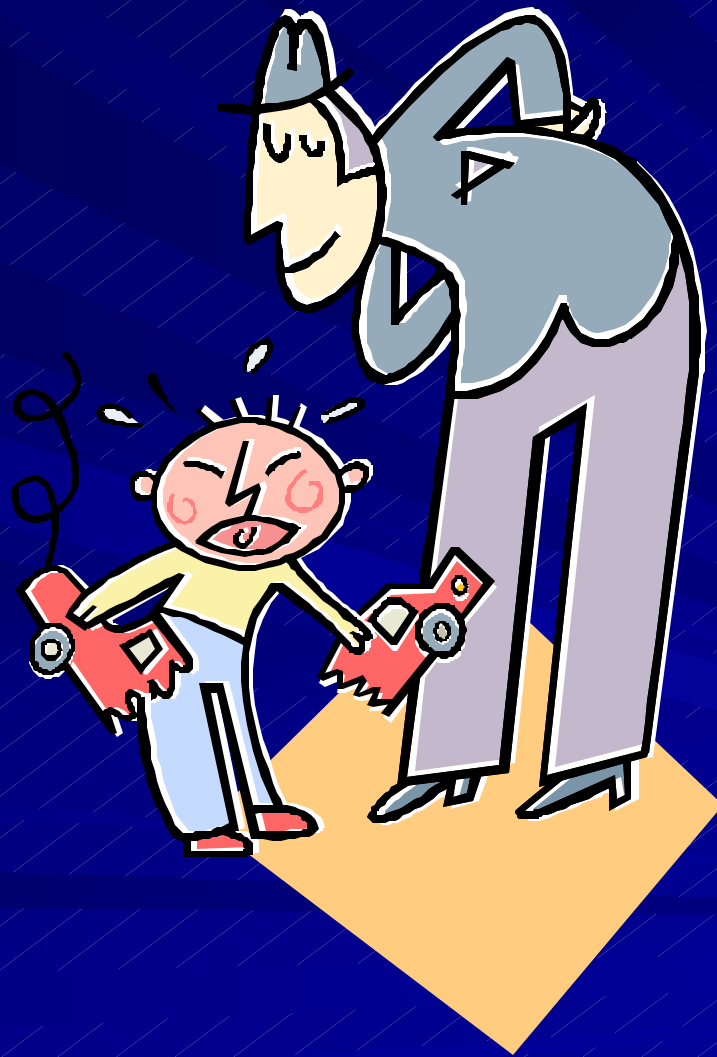
Kathryn



Fred



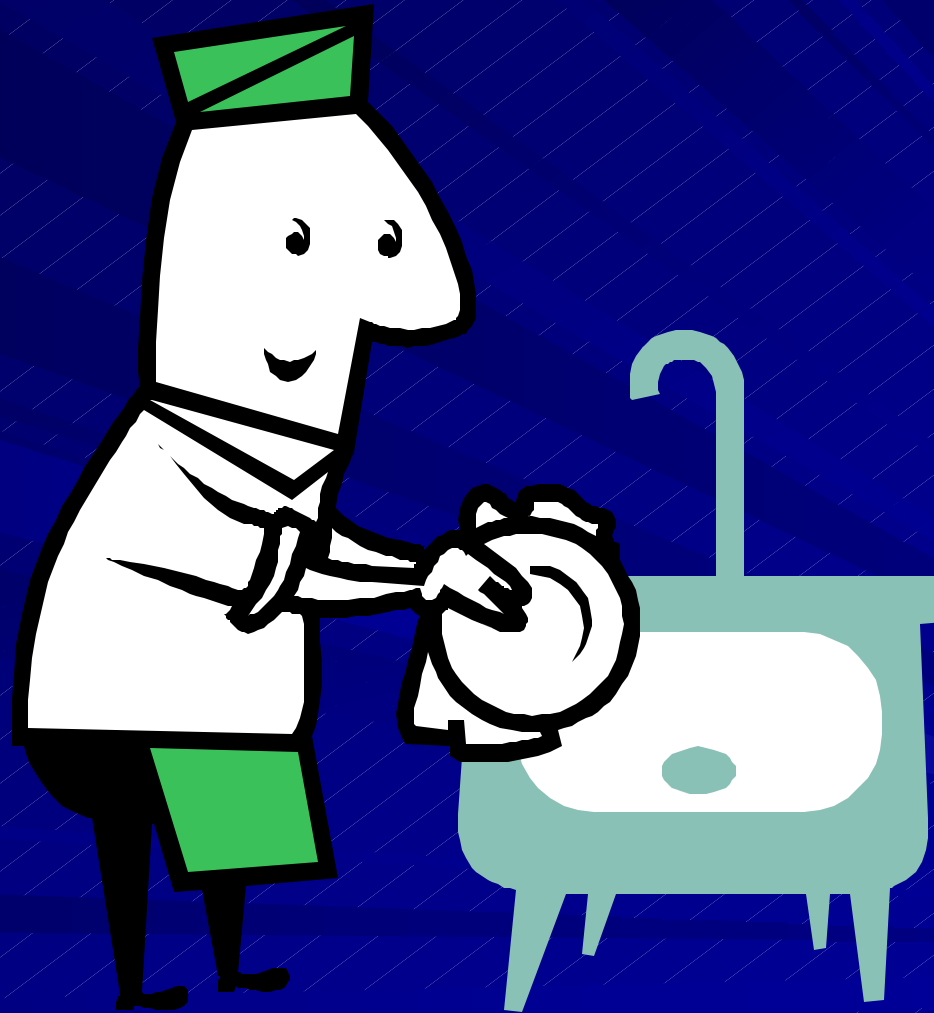
Franklin



Mary



Leslie



Wendall



Terry



Terry's Greenhouse



Justin





The process

- Meeting and planning with circle
- Prayer Rocks
- Day care
- Cleaning at the YMCA
- Flip flops
- Baskets
- Flea market items

Today

- Designer pocketbooks, jewelry, sunglasses and wallets
- Earning about \$30,000/year
- Looking at incorporation

Thanks for your attention!

Questions?