

# Customized Employment Personnel Certificate

## Training Series

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### SESSION #1

#### FOUNDATIONS OF SUCCESSFUL CUSTOMIZED EMPLOYMENT: INTRODUCTION TO CUSTOMIZED EMPLOYMENT AND DISCOVERY

#### AGENDA FOR DAY 1

9:00 am	Introduction Sign-In Sheets Housekeeping Agenda & Course Review Introduction Exercise Collect Pre-Test  Introduction to Customized Employment
11:45 am	Break for Lunch
12:45 pm	Reflect on Morning's Work  Introduction to Discovery Presentation Activities Case Examples Video
3:40 pm	Day's Reflection

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Q & A

Discussion

Sign-Out on Sheets

4:00 pm

Adjourn

*Note: Mid-morning and mid-afternoon breaks will be taken at times appropriate to the group and the content.*

### SESSION #1

#### FOUNDATIONS OF SUCCESSFUL CUSTOMIZED EMPLOYMENT: INTRODUCTION TO CUSTOMIZED EMPLOYMENT AND DISCOVERY

#### AGENDA FOR DAY 2

9:00 am

Introduction

Sign-In Sheets

Housekeeping

Introduction Exercise

Reflection on Day 1

Q & A

Discussion

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	Continue Discovery
10:45 am	Community-Based Activity
	then Lunch
12:45 pm	Debrief from Discovery Activity
1:45 pm	Discussion
	Video
	Q & A
	Presentation
2:30 pm	Reflection on 2 Days
	Review Field-Based Assignment
	Sign-Out Sheets
	Session Evaluation
3:00 pm	Adjourn

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### SESSION #1

#### FOUNDATIONS OF SUCCESSFUL CUSTOMIZED EMPLOYMENT: INTRODUCTION TO CUSTOMIZED EMPLOYMENT AND DISCOVERY

#### TOPICS TO BE COVERED

##### Introduction to Customized Employment (CE)

Policy

Practice

Funding

Sample Case Studies (Video and Slides)

Ethics and Values

##### Related Systems

Blended Funding

Medicaid, SSA, Medicare, Vocational rehabilitation, Workforce Investment Act, Schools, IDAs, et al.

Ethics and Values –

*CRCC Code of Professional Ethics for Rehabilitation Counselors*

##### Discovering Personal Genius

Discovery Exercise

Person-Centered Formats

Hanging Out with Intent (HOWI)

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Assistance Not Assessment

Labor Market & Assessment Issues in CE

Negative impact of competitive/comparative Systems

Economic Development Approach to Job Development

Predictive Validity of Vocational Evaluation

Finding the Ideal Conditions of Employment

Outline of Customized Employment Job Development Approaches

Overview Job Carving & Creation

Self-Employment as a CE Approach

Self-Employment Folklore

Self Employment Process Overview

Self-Employment Case Studies (Video & Slides)

Vocational Assessment

Predictive Vs Ecological Validity

Person-Centered Approaches (Personal Futures, MAPS, etc.)

Evaluation & Funding Approaches

Essentials of Discovery

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Conversation Vs Interrogation (Exercise)

Discovery begins at home

Social Capital and the Neighborhood

Observation Principles

Role of the family

Developing the Plan of Discovery

Work try-outs/Experience

Typical Person Inventories

Team-based Planning

Skills, Teachable tasks, Interests, Preferences

Discovery Concerns

What gets you out of bed in the morning?

When & Where are you in flow?

Who knows you best?

Recognized strengths & talents?

Best strategies for support?

Timelines

10 to 50 hours over 6 weeks

Interruptions

Team functions

Discovery Action Items & Timelines

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CE Management Plan

Capturing information

Vocational Profile or CE Plan forms

Recommendations for Employment

Not thinking in Job Descriptions

The Rule of Three

The List of Twenty