

6 Key Elements *of Customized* Employment



Job Seeker

1

DISCOVERY

Qualitative approach consisting of conversational interviews and observation conducted in natural settings to get to know the job seeker and his/her interests, talents, and conditions for employment.

2

VOCATIONAL PROFILE

Product of Discovery; a robust, narrative report that provides a descriptive picture of the job seeker.

3

CE PLANNING

Action planning to bridge Discovery and job placement.

4

VISUAL RESUME

A sales tool to introduce the job seeker to potential employers. It is different from a typical resume in that it utilizes photos or video clips to demonstrate the job seeker completing essential elements of a job.

5

CUSTOMIZED JOB DEVELOPMENT AND NEGOTIATION

Negotiating employment opportunities with employers through the identification of their unmet business needs that may be fulfilled by the talents of a job seeker.

6

ACCOMMODATION AND POST EMPLOYMENT SUPPORT

Development of natural supports and employer awareness of services to aid in the identification and implementation of accommodations as required by the Americans with Disabilities Act.