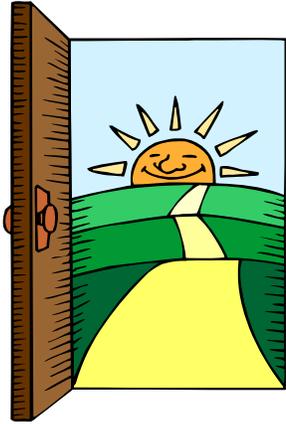
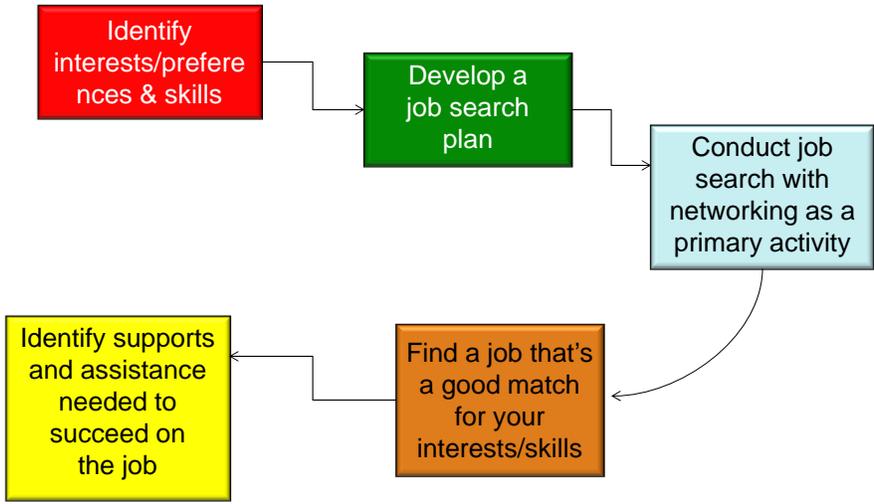




*The pathway to employment for people with disabilities should be the same as the pathway for people without disabilities.*



### Typical Pathway to Employment





## Top 10 Biggest Job Development Mistakes

10. Focusing on a very narrow portion of the job market, particularly “disability-friendly” jobs.
9. Marketing “**disability**” or “**the program**” not individuals.
8. Not knowing the job seeker – **and job seekers not knowing themselves.**
7. Job development that has **no relation to planning process.**
6. Not using a **strength-based** approach.



## Top 10 Job Development Mistakes

5. Not understanding and responding to **employer’s needs.**
4. Not using personal & professional **networks.**
3. Reliance on **employer-demand** techniques.
2. Lack of knowledge & creativity regarding how to **enhance match** between job seeker and employer.
1. “**Leaving it to the professionals**” - lack of involvement by job seeker in job search.



“Never mistake  
activity for  
achievement.”

- *John Wooden*



## *What Job Development Is Not*

- **Filling out job applications**
- **Searching for jobs on the internet**

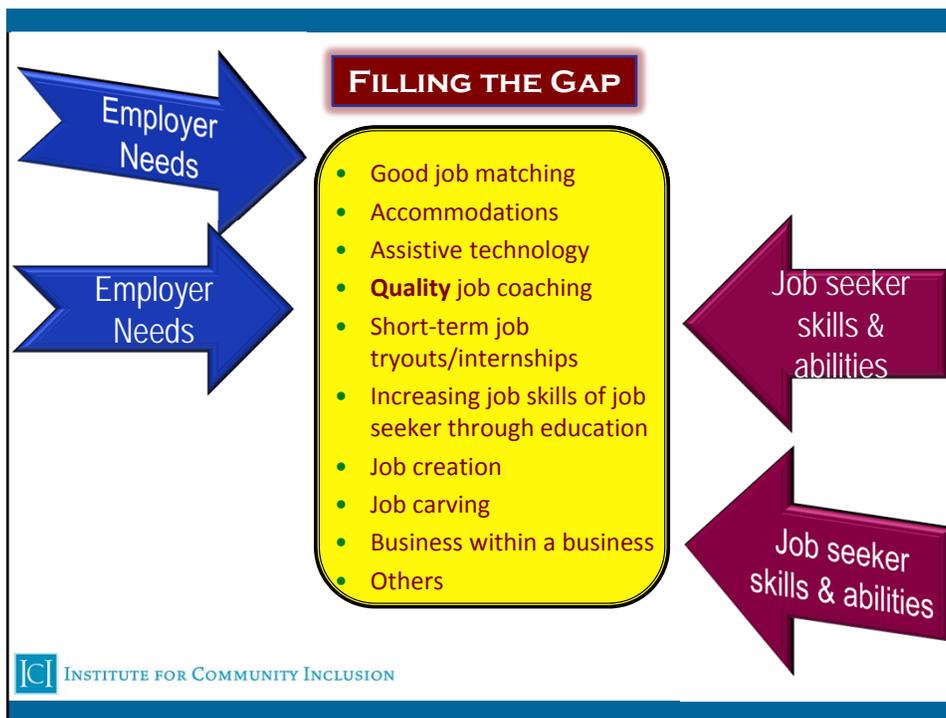


***People with disabilities should be participating in labor markets that are generally available to all workers, and not based on disability.***

***Considerations and Strategies Specific to People with Disabilities***



- Guidance on benefits
- Disability rights and disclosure
- Assistive technology & accommodations
- Situational assessment
- Job creation and job carving
- Job coaching



*There are lots of tools in the  
employment toolbox.*

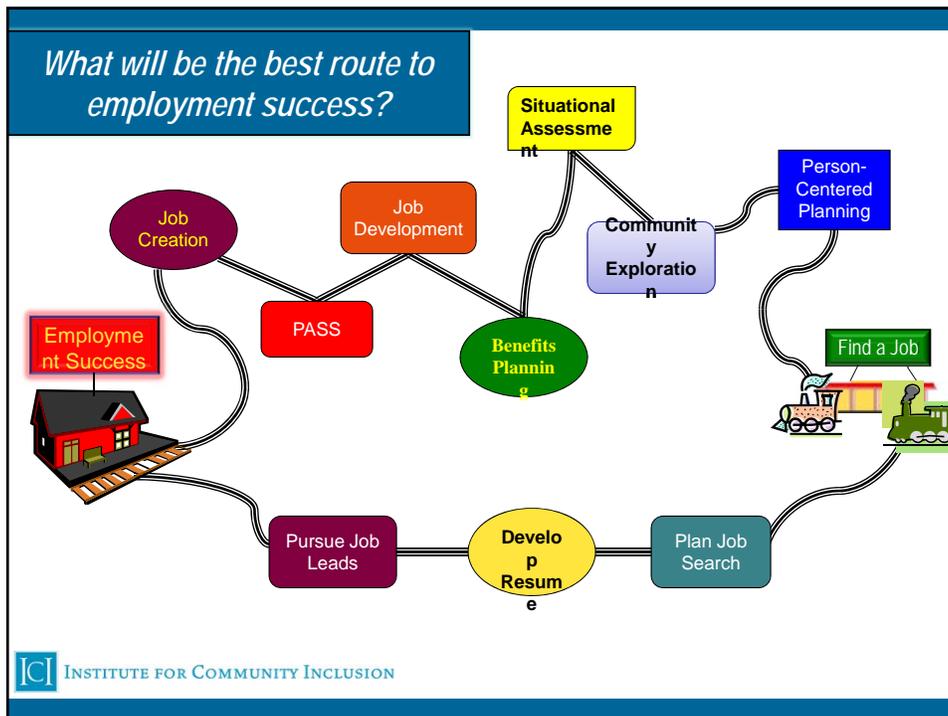
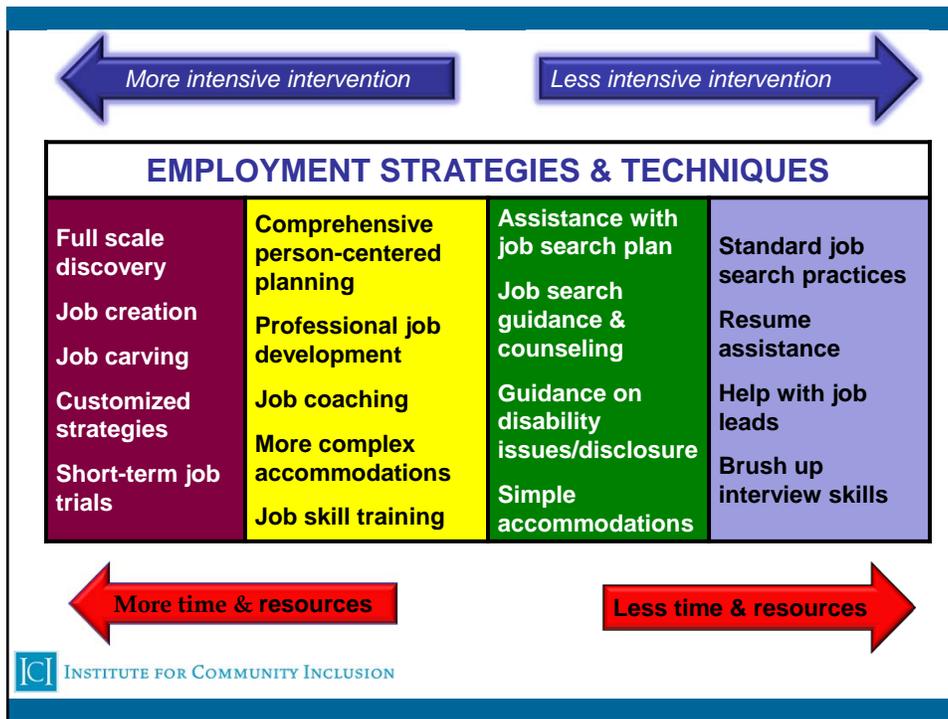


*It's important to figure out the  
best set of tools that will meet  
the job seeker's needs.*

**“We’re Far Too Patient With The  
Passage Of Time For People With  
Disabilities. . .  
Time Is As Precious For A Person  
With A Disability  
As It Is For All Of Us.”**

- Gerry Provencal





## Using Resources Well

Figure out which level and types of intervention will be most **efficient** and **effective** in achieving successful employment outcome.



### Factors

1. Work experience
2. Job skills
3. Clarity about employment goals
4. Level of disability

Increased levels of intervention take **more time, more resources**, and can negatively impact integration and inclusion of individual on the job – **but may be necessary**.

**Remember:**  
*Deviating from typical employment processes has consequences,  
 so we should be careful and cautious in doing so.*

## PROFESSIONAL SUPPORTS:

**“WE ARE THE  
LEAST BEST  
ANSWER.”**

*- Jacqueline Rotteveel*

*We may need to deviate from the  
typical employment processes for  
people with significant disabilities -  
but if we do,  
there should be a real good reason.*

***“ The secret of being miserable is to  
have the leisure to bother about  
whether you are happy or not.  
The cure is occupation. ”***

- George Bernard Shaw



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**“Let’s work  
the problem  
people.”**



• Gene Kranz, “Apollo 13”



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***“And if that doesn’t work,  
what do you do next?  
...And next?  
...And next?”***



- Marc Gold