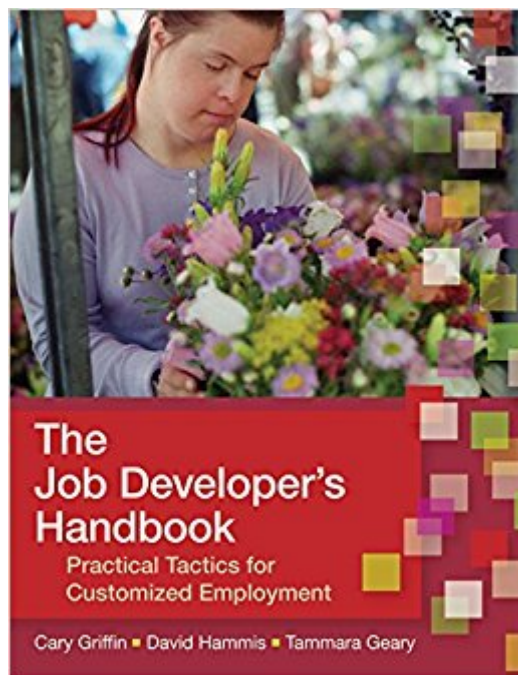




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# The Job Developer's Handbook: Practical Tactics For Customized Employment



## Synopsis

One of the most practical employment books available, this forward-thinking guide walks employment specialists step by step through customized job development for people with disabilities, revealing the best ways to build a satisfying, meaningful job around a person's preferences, skills, and goals. Internationally known for their innovative, proactive job development strategies, the authors motivate readers to expand the way they think about employment opportunities and develop creative solutions. Readers will get fresh, proven tips and ideas for every aspect of job development for youth and adults with significant support needs: discovering who the person is and what he or she really wants; ensuring goodness of fit between employer and employee; finding "or creating" "hidden jobs" in smaller companies; empowering people through resource ownership (investing in resources that employers need); skillfully negotiating job duties while managing conflicts that might arise; creatively maximizing benefits using social security work incentives; encouraging family support while respecting the individual as an adult. To make each part of job development easier, the book arms readers with practical content they can really use: easy-to-follow, step-by-step guidelines; checklists of critical questions to answer; success stories in both urban and rural settings; and sample scenarios, dialogues, and interview questions. Equally useful to veteran professionals and those just starting out, this compelling guidebook breathes new life into the job development process and helps readers imagine a wider world of employment opportunities for people with disabilities.

## Book Information

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## Customer Reviews

"In-depth description of creative and effective strategies . . . full of clear examples, useful forms, and helpful narratives."--Pat Rogan"Professor, Indiana University" (03/23/2007)"A complete, forward thinking yet realistic guide to job development and customized employment . . . of great use to both experienced and new practitioners."--David Mank, Ph.D."Director, Indiana Institute on Disability and Community, Professor, School of Education, Indiana University" (04/12/2007)"[The authors] have once again produced work which is visionary, realistic, and inspiringly doable . . . They give how-to tools which will help us all unlock the potential of income and business for our people with the most significant disabilities. Their work on resource ownership and development is groundbreaking, and one of the societal impacts of this new book will be a revolution of new, creative, possibility-thinkers."--Jim Corey"Washington Initiative for Supported Employment, Seattle, Washington" (07/23/2007)"[T]his book is not only their most important contribution to our field but could be the most effective, functional, how to piece that exists to date."--Corey Smith"Director of Employment Services, VIA of the Lehigh Valley, Pennsylvania" (07/23/2007)"The best transition book I have read in a long time . . . Before I even got halfway through the 1st chapter I was calling our department head telling her some of the ideas and asking if we could start implementing them."--Courtney McGrew"VAC-Kingwood High School, Kingwood, Texas" (02/29/2008)"A practically-oriented, how-to text. Focuses not on modifying individual deficits and behaviors but on understanding people's individual strengths, emphasizing their accomplishments, and understanding their personal and social resources." "

Mr. Griffin is Senior Partner at Griffin-Hammis Associates, LLC, a full-service consultancy specializing in building communities of economic cooperation, creating highperformance organizations, and focusing on disability and employment. He is also Codirector of the U.S. Department of Labor's National Self-Employment Technical Assistance, Resources, and Training project with Virginia Commonwealth University and former Director of Special Projects at the Rural Institute at The University of Montana. He is also past director of an adult vocational program in southern Colorado, former Assistant Director of the Rocky Mountain Resource and Training Institute, and former Founder and Executive Director of CTAT in Colorado. Mr. Hammis is Senior Partner at Griffin-Hammis Associates, LLC, a full-service consultancy specializing in building communities of economic cooperation, creating highperformance organizations, and focusing on disability and employment. He maintains an ongoing relationship with the Rural Institute at The University of Montana, where he served as Project Director for multiple self-employment,

employment, and Social Security outreach training and technical assistance projects, including the Rural Institute's Rural Entrepreneurship and Self-Employment Expansion Design Project. He works with organizations nationally and internationally on self-employment, benefits analysis, supported employment, and employment engineering. Mr. Hammis has worked in supported and self-employment since 1988 and is personally responsible for the implementation of thousands of Plans to Achieve Self-Support leading to employment, self-employment, and enhanced personal resources for people with disabilities. In July 1996, Mr. Hammis received the International Association for Persons in Supported Employment Professional of the Year Award for his "outstanding support and commitment to people with disabilities, especially in the areas of career development and the use of Social Security work incentives."

I work at a clubhouse (with mentally ill) with a restaurant attached and was asked to fill in the job developer position while they found someone full time. I was flattered at their confidence but insecure about my knowledge. This book got me enthused and educated, so much so that they are actually making me business cards with the title. I work in vocational rehab, so the first half was mostly for me, but I passed it on to my colleague who is in full on supported employment and she is loving it. I'm buying another one for myself because I miss it so much. The suggestions about discovery have been the most beneficial.

Good book, Very essential book thank you for making this available and thank you for making this on a lower price.

A great resource for anyone working in job development for people with disabilities.

As a new employment rep for people with disabilities, this guide does a great job of going over the basics of forming relationships with the job seeker as well as potential employers. I was impressed with the respectful language the authors used, as well. I know I will go back to it again and again.

Over the last 30 years, much has been learned about ways to support people with disabilities in work. Unfortunately, there are not enough conversations about getting good, personalized, fitting jobs -- rather than a "placement," or a "slot." Written by people who've been along for the ride, this book does much to help fill the void -- telling us about positive possibilities through discovery, customized employment, resource ownership, informational interviewing, business partnerships...

Hope many buy it, and use its ideas! Milt Tyree, Lexington, KY

Griffin, Hammis and Geary take on Customized Employment (CE) in a powerful and thought-provoking way in this new book that is destined to become a "must-read" for professionals assisting job-seekers with significant disabilities, as well as families and friends. The authors examine the roots of CE and lay out strategies for providing support services in non-traditional ways that bring each individual's gifts and talents into the forefront of job development. Explanations for frequently asked questions are both well researched and insightful. Strategies that are critical to successful job development - the use of discovery, job analysis and negotiation - are identified and defined in user-friendly terms. This book goes a step further in navigating the reader through the array of viable resources that are often overlooked and generally misunderstood by both providers and job seekers. G/H/G take a close look at the important role that Social Security Work Incentives play in enhancing employment opportunities, and they articulate the role that business must play in successful customized employment when careers, not just jobs, are the goal. Debra Noel, Project Director, Start-Up/Florida Agency for Persons with Disabilities, University of South Florida, The Florida Center for Inclusive Communities

I have been an employment specialist/career counselor/job developer for the last two years and have continually referenced the Job Developers Handbook. To date it seems to be the most comprehensive, strength-based, and creative manual that I have found. I love the process they have laid out and have found the instructions clear and easy to follow. All of their techniques are followed with statistics and facts that enable job developers to really have a solid informational base. In these tough economic times this easy to follow guide is even more important if we ever want the people we support to find long-term employment.

The handbook provides critical information for anyone interested in assisting persons w/disabilities with employment or career guidance. Well organized and written, the book includes contributions from professionals who have long been engaged in providing direct employment services to persons with disabilities. The book is what the subtitle suggests - practical tactics that strengthen the skill sets for a variety of persons interested in reversing years of chronic unemployment for folks with disabilities. I especially appreciated the details targeting working with families and in gaining organization commitment to customize job options for persons traditionally relegated to workshops or minimum wage jobs

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