

Customized Employment

MEETING YOUR UNMET NEEDS TODAY

Some of the Benefits:

- Address unmet needs
- Reduce turnover rates
- Access to ongoing support
- Decrease training costs
- Increase productivity due to innovative job restructuring
- Improve morale and team engagement
- Engage in staff development around disability awareness
- Hire well-matched employees

Customized
Employment

Understanding
Your Needs

Job Match

Ongoing
Support

We can help you improve...

Customized Employment

Opportunities for Improvement

Our Solutions

High Turnover Rate & Job Retention

- Job matching
- On-the-job training

Recruitment

- We will identify a job candidate who can fulfill the specific needs of the job description. We **ONLY** match if we have a job seeker that is a good match for you!

High Training Costs

- Decreased Training Costs:
 - Our Support Specialists know specific techniques and strategies to support the job seeker to be successful
 - Our Support Specialist will collaborate with the Job Coach who will do on-the-job training

Productivity

- The Needs Analysis will help identify parts of the workflow that could be more efficient
- Customized employment will bundle job tasks in order to address unmet needs and/or hindrances to workflow

Employee Morale

- Inclusive work environment appeals to the millennials and others in the workforce who value working in diverse and inclusionary environments

Public Relations and Community Engagement

- Enhanced business image
- Diverse workforce

Professional Development

- Staff development on Disability Sensitivity Training

Customized Employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both. It is based on an individualized match between the strengths, conditions, and interests of a job candidate and the identified needs of an employer. Customized Employment utilizes an individualized approach to employment planning and job development -- one person at a time...one employer at a time. -- ODEP



Employment First

- A critical priority for the U.S. Department of Labor, Office of Disability Employment Policy (ODEP) is to invest in systems change efforts that result in increased community-based, integrated employment opportunities for individuals with significant disabilities.
- This priority reflects growing support for a national movement called Employment First, a framework for systems change that is centered on the premise that all citizens, including individuals with significant disabilities, are capable of full participation in interrupted employment and community life.

Untapped Workforce

- Employers are struggling with how to stay competitive
- Current employment trends are looking at part time work, job sharing, and contract work
- 2/3 of our job seekers are interested in less than full-time work

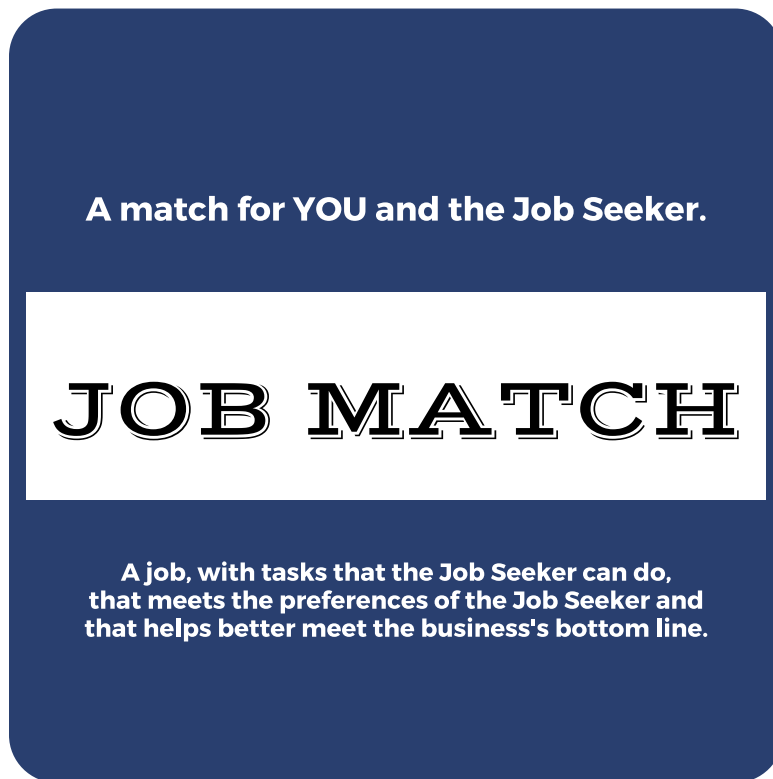


Needs Analysis

- We collaborate with you to evaluate business needs and create workplace solutions
- We tour your business and spend time observing the workflow. We focus on the tasks that need to be done. Tasks show us:
 1. Where unmet needs exist
 2. How work flows
 3. Potential options to increase productivity
- We pay close attention to your work culture, training procedures and how you want work to be done.
- We provide you with a **NEEDS ASSESSMENT** by targeting:
 1. Tasks that could be done more efficiently
 2. Tasks that are not completed
 3. Tasks that are not done at all
 4. Tasks that the workforce avoids
 5. Tasks that are needed to increase the workflow and productivity
- **We present you with a plan to meet your needs.**

Understanding Your Needs

- From the Needs Analysis, we present you with a plan to meet your needs (needs are turned into tasks, as appropriate)
- If we know a job seeker who can do the identified tasks, we present information on the job seeker. If not, we let you know!



Meeting the Job Seeker

- We can set up a meeting with you and the Job Seeker.
- We can do a working interview, where our Job Seeker does on-the-job training without the commitment of a job offering.

Agreement

- Together, we create a specific task list based on the needs of the business and the strengths of the Job Seeker. The task list should be specific and prioritized according to business needs. It can reflect needs of multiple departments.
- Negotiate the terms of employment
- Together, we write a customized job description.
- We discuss reasonable accommodations that will promote success.
- We discuss on-boarding procedures and make accommodations, if necessary.
- Offerings:

1. Well-matched worker
2. Ongoing support
3. Disability consulting

Terms of Employment

Negotiating

What tasks can the job seeker do?

Hours? Pay? Accommodations? Support?

Expectations of Productivity?

How will it help you?

Job Match

- A job coach will be provided (no cost to you) and will do on-the-job training.

**It may be helpful to have the job coach learn the job before the new employee begins. This may include a tour of the facility, hands-on training, etc.*

- Goals:

~ *For the Employer:* maintain employer satisfaction, support integration, job retention, address concerns

~ *For the Job Seeker:* monitor performance, support new tasks, gauge job satisfaction, job retention, facilitate job advancement

- Strategic communication in order to:

1. Make sure your needs are being met
2. Monitor issues (e.g. new coworker, new manager, new equipment, etc.) that may impact success
3. Address your concerns
4. Collect data on productivity
5. Evaluate need for other accommodations

- Disability Consulting

1. We can come in and do trainings that are geared toward natural coworkers or we can do general disability sensitivity trainings to help you meet your staff development goals.
2. We can help you devise strategies that might help all employees, including those with disabilities.
3. We can offer support strategies to address concerns regarding a specific employee.

Contact Info

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THE COLLEGE OF NEW JERSEY
CENTER FOR SENSORY AND
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Ongoing Support