

Living on the Edge of Employment

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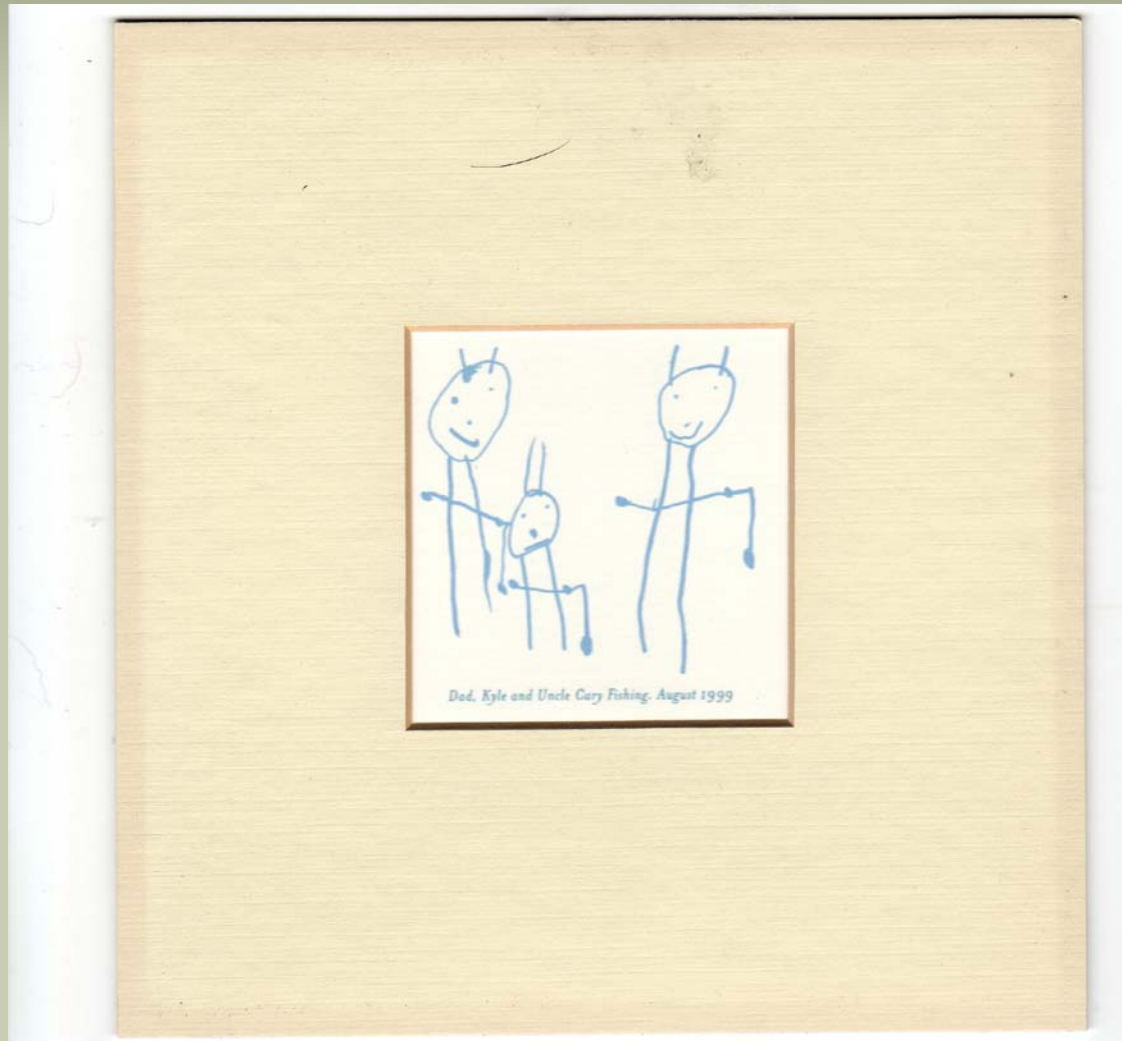


Employment: Our New Roles

- **Draw your Neighbor**

Employment: Our New Roles

- “Oh crap” “I can’t draw” “I am so sorry”



Employment: Our New Roles

1. Fear is Scary

- Employment 1st is about overcoming...overcoming Fear, and finding our Purpose
- To Accomplish putting Employment 1st, we'll need to:
 - Do Things Differently
 - Learn How to Do Things Differently
 - Invest in Ourselves & Our Communities

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- **But, Fear is Very Expensive**
- **Prisons Eat Tax Dollars**
- **Fear also keeps us from Advancing, Emphasizes Order over Change, Reduces our Connection to the Community, Minimizes Risk Taking and Invention, Infects Families & Communities**

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2. Charity is no Way to Do Job Development

- *“Pity is one step from abuse.”* Michael J. Fox
- Charity Model or Economic Development?

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- **Broken Windows & Parallel Systems:**
- **Not only do they belong elsewhere, they already have their own Employment, Housing & Recreation**

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**“ You can’t ignore someone whose story
you’ve heard.”**

Bumpersticker

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3. Social Capital provides Inductive Solutions

- **Bridging differences**
- **Bonding Common Interests**
- **Minimizes Fear & Stereotypes**
- **Community members have massive informal power**

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- **Social Capital: Reframing**
- **Transportation for Instance**

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4. Economic Development Not Labor Market

Small Business Owner Motivation:

a. Feed My Family

b. Give back to my community

Profits create jobs, not Charity

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5. Resourcefulness, Not Resources

- Supported Employment didn't start with Policy or Funding...it started with Action
- Self-Employment & CE emerged the same way
- We're not using the resources we have
- If you wait for Policy & Funding, you are already way Behind

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6. Simplify

- *“All things should be as simple as possible, and no simpler.”* Einstein
- Ever notice that our processes **NEVER** get simpler?

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7. Move Towards Your Anxiety

- We often agree with people on 95% of things...it's the 5% that splits us
- Parasitic Organizational Mistletoe
- Anxiety tells us Change is lurking

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Our anxiety stems from:

- **Disconnection from the Community**
- ***“Within a mile of you, there are 5 other people working on the same problem.”***

Ernesto Sirolli

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Our Organizational anxiety stems from:

- We talk Teams but we do Committees**
- Time & Money**
- 30 years in a day program or 6 months working on employment**
- Whose time & money are we talking about?**

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8. Doing Difficult Things requires Practice & Growing your Intuition.

- **The Beatles & Job Development**

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9. 1 Person at a Time

- What part of “Individualized” do we not Understand?

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1 Person at a Time

- Do we Need Yet Another Employment Summit with the Fortune 500?**
- 27,000,000 Businesses & Only 16,000 with more than 500 Employees**
- 17,000,000 Single Owner/Operator Companies**
- Employment is Local & Personal**

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10. Leadership at All Levels