



Customized Employment

One-Off Career Design Strategies

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Customized Employment

- CE is based on an Interest-Based Negotiation between the Job Seeker and the Employer
- CE is Person-Centered
- CE is One-Person-At-A-Time
- CE seeks the Best Possible Employment Conditions
- CE includes Self Employment



Customized Employment

- CE is not Group-Based
- CE is not Market-Driven
- CE is not looking for that Dream Job
- CE is not Vocational Evaluation & Testing
- CE is not Interest-Inventories
- CE is not Competitive Employment



Customized Employment

- CE is designed for Individuals with High or Complex Support Needs
- CE seeks to counteract the Brutality of the Competitive Labor Market
- CE relies on Natural relationships, supports, training
- CE works best when we live into the answers



Customized Employment

■ Discovering Personal Genius:

A planful approach that reveals life themes;

That presents a path of Discovery;

That begs Investigation;

That creates Options;

That breeds Innovation in job development



Customized Employment

■ Employment Innovations Include:

Negotiated Jobs

Job Creation

Job Carving

Resource Ownership

Self Employment



Customized Employment

- CE Job Development avoids Market-Driven Approaches including Competitive Employment, Job Search, Readiness Training, Employer Initiatives
- CE relies on Informational Interviews, HOWI, Paid Job Tryouts, Going Where the Dream Makes Sense, Active Employment Councils....



Customized Employment

- CE uses Portfolios, Video Resumes, Referrals from Respected-Others, Picture Books
- CE emphasizes the Contributions, Skills & Interests of the Job Seeker in relation to the Employer's needs



Customized Employment

- CE uses various Funding Mechanisms
- SSA/PASS
- VR
- WIA
- DD/MH/School
- Amalgamated Sources
- Individual Budgets

Customized Employment

- We use the Rule of Three (and we throw out the 1st idea)



Customized Employment

- We do more with less, and we do more with more

“The white man builds a big fire and stands back. The Indian builds a small fire and stands close.”





Customized Employment

- Remember, the task is not to find the Dream Job, but rather to find the best possible conditions for employment.