



DISCOVERING AND DEVELOPING EMPLOYMENT SOLUTIONS



 **COMMUNITY INVOLVEMENT PROGRAMS**  
STANDING WITH AND SUPPORTING PEOPLE WITH DISABILITIES

---

---

---

---

---


---

---

---

### Why Informational Interviews?

- Help refine themes
- Reveal Skills and Tasks found in workplaces
- Reveal Conditions of Employment
- Warm up to Job Development
- Keep you thinking in different ways

 **COMMUNITY INVOLVEMENT PROGRAMS**  
STANDING WITH AND SUPPORTING PEOPLE WITH DISABILITIES

Adapted from materials developed by Griffin-Hammis Associates, LLC

---

---

---

---

---

---

---

---

### Don't forget...

- Employers are always hiring
- Filling out applications and going through interviews is NOT Customized Employment.
- Customized Employment relies on mutually beneficial negotiation
- Artisanal businesses are abundant and undercapitalized.

 **COMMUNITY INVOLVEMENT PROGRAMS**  
STANDING WITH AND SUPPORTING PEOPLE WITH DISABILITIES

---

---

---

---

---


---

---

---

CE Involves the Job Seeker

- People come together over shared interests and skills
- People teach each other their skills based on mutual interest
- There's a place for everyone, somewhere out there.



---

---

---

---


---

---

---

The Art of the Informational Interview

- Setting up the interview
- Prepare
- Questions to ask
- Smooth listening
- Be a novice
- Observe everything
- Ask for advice-warm leads



---

---

---

---

---

---

---

Setting up the Interview

- Phone calls
  - Language
  - Keep it casual
  - Ask for their **help** and **advice**
  - Omit:
    - Your company name?
    - You are working with someone who has a disability?
    - Your job title?



---

---

---

---


---

---

---

Preparing Questions

- Write out a set of questions to use as a last resort
- Start with “Tell me about yourself” and *listen*
- Find out how they got started
  - Their interests as a child/teen/job seeker
  - Schooling
  - Family ties
  - What is their business model?



---

---

---

---

---

---

---

Questions, cont’d

- How do you find employees?
- What could improve your business?
- What technologies can you foresee helping your business grow?
- What do you look for in an employee?



---

---

---

---

---

---

---

Smooth Listening and Playing “Dumb”

Remember: *We* are not the experts on their business!  
We are merely looking for advice  
Don’t use personal stories or wind up talking about yourself or what you do  
Ask open ended questions with a emphasis on the job seeker

“What advice would have for someone like Marty trying to start out in your field?”



---

---

---

---

---

---

---

Listening, Cont'd

- Who are your competitors?
- Do you suggest we talk to anyone in particular?
  - Warm leads and 'name dropping' is a great way into another business or to improve the list of 20



---

---

---

---

---

---

---

---

Closing the Deal

- Take notes
- Listen and ask for advice
- Offer your business card
- Know when a job is offered and follow through if it's a good job fit.
- Thank you cards



---

---

---

---

---


---

---

---

What do we want? Jobs!  
When do we want 'em? Now!  
Trivia

- What is the average hourly wage for a person working in regular or customized employment?
- A. \$2.35
- B. \$5.67
- C. \$7.25
- D. \$9.11



---

---

---

---

---

---


---

---

What do we want? Jobs!  
When do we want 'em? Now!  
Trivia

- True or False?

Everyone can work!



---

---

---

---

---

---

---

**WHAT DO WE  
WANT?  
JOBS!!!  
WHEN DO WE  
WANT 'EM?  
NOW!!!**

---

---

---

---

---

---

---