

EMPLOYMENT OUTCOMES THE IDEAS II



DTG-EMP

working knowledge

THE CHALLENGE

What pertinent ideas drive, improve and change employment outcomes systems so organizations can get more jobs for people with employment barriers?

What right ideas create staff synergy bringing their strengths to the forefront to empower their employment outcomes efforts? What practical ideas link vocational rehabilitation counselling/case management directly to job development to maximize numbers of people getting jobs?

Can costly trial and error processes be avoided by using proven employment outcomes ideas instead of spending the resources trying to discover them?

What models, typologies and strategies are more effective than others in generating employment outcomes for people with employment barriers? What works best for the harder to serve as compared to the less employment barriered? What ideas and concepts must you know,

understand, and believe before you can take effective employment outcomes actions?

Can the proven ideas about how to think about generating employment outcomes improve your ability to deliver employment outcomes?

We say yes all this is possible. Our Employment Outcomes – the Ideas II (EOI II) workshop presents the key ideas and concepts that we have found through experience and research to dramatically improve achieving employment outcomes.

THE IDEAS AND CONCEPTS

The EOI II ideas and concepts central to achieving effective employment outcomes for everyone with employment barriers include:

1. Alternative preparation models for job readiness that are not built on performance skills attainment like a typical job readiness program
2. Using basic social competency models as a minimum standard for job readiness thus increasing numbers of individual that can go to work
3. Recognizing the basic contradictions in vocational rehabilitation i.e.: quality of jobs verses quantity of jobs and balancing these tensions
4. Having a simple flow through model from the start when clients enter the system to when they exit to a job that can clearly and accurately predict the intervention and in what order that will produce the most success
5. Using a typology of employment barriers to predict job development strategies that work best with which candidates
6. Intertwining a motivation model - (ensuring candidates want to work), with a job placement model ensuring candidates have a job to go to thus creating a cohesive inclusive program
7. Empowering staff to understand that the employment barrier can be managed through influencing the employer's perception of the barrier not by being able to eliminate (not possible) the employment barrier
8. Setting the stage for the possibility of a more proactive employment service without great changes in resources but simply by altering how we think of the employment outcomes job and the techniques we bring to bear on this task

THE IDEAS AND CONCEPTS

The questions these ideas address are:

- How do you identify candidate employability to make employment open to as many people as possible?
- What determines if a job placement strategy will work given the employment barrier presented by the candidate?
- Can you accurately predict agency resource use and placement strategy based on the barriers and needs of the candidates?
- How is an employment program set up to maximize client/candidate success and application of the agencies financial and personnel resources?
- How do you reduce the tension between natural competing directions in vocational rehabilitation like ensuring the client's choice in jobs with the demand for larger numbers of jobs presented to the same job developers?
- Can the agency do a lot more with the same resources merely by changing thinking?
- Can agency activities become better aligned with the employment out goal such that more synergy is possible?



EOI II is a one-day workshop for anyone involved in getting people with employment barriers jobs (managers, job developers, counsellors). It is a workshop that establishes the conceptual framework for building an employment outcomes program.

OUR CREDENTIALS

Many of our larger customers have made significant systems changes that have appreciably improved their employment outcomes or maintained their existing success with more difficult circumstances using these foundation ideas.

These ideas have also directed individual counselling and job development staff to personal and professional change based on looking at how they did their jobs differently.

Some of our selected customers:

- Oregon Vocational Rehabilitation Services
- South Carolina Vocational Rehabilitation Department
- Florida Division of Blind Services
- Conklin Center for the Multihandicapped Blind
- Georgia TANF
- New Mexico Division of Vocational Rehabilitation
- Georgia TANFOntario Disability Support Program
- Job Connect Ontario Ministry of Training Colleges & Universities (placed 175,000 disadvantaged youth each year)
- Jobs Ontario (Welfare initiative Ontario – placed 65,000 people over 3 years)
- Ontario March of Dimes

BENEFITS OF EOI II

Benefits of the EOI II program accrued to users:

1. Working smarter not harder
2. Better return on investment
3. More people with greater employment barriers will get to work
4. Better able to fulfill employment mandate
5. Managing employment outcomes success easier
6. Better morale and job satisfaction as candidates can go to work
7. Increased potential funding with increased potential success
8. Better able to help and give people a life involving going to work

WHO SHOULD CONSIDER EOI II?

EOI II is meant for anyone or agency that is trying to enhance employment outcomes by being smarter about how the task should be done.

EOI II provides the foundation to systems change as well as new, often more powerful techniques to secure employment outcomes. "How to" workshops that follow EOI II include - Employment Outcomes Professional II and Advanced Marketing Skills for Job Developers provide next steps in a systems change initiative.



THE NEXT STEP

To discuss your employment outcomes needs and how we might assist, please be touch with:

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