



AMERICAN JEWISH
JOINT DISTRIBUTION
COMMITTEE

I PRO Skills

For the changing world of work

Unifying our Human Service Voice

NJHSA Conference

April 2018

How would you design
a spice rack for
the blind ?

How would you explain
cloud computing
to a 6 year old?





JDC-TEVET

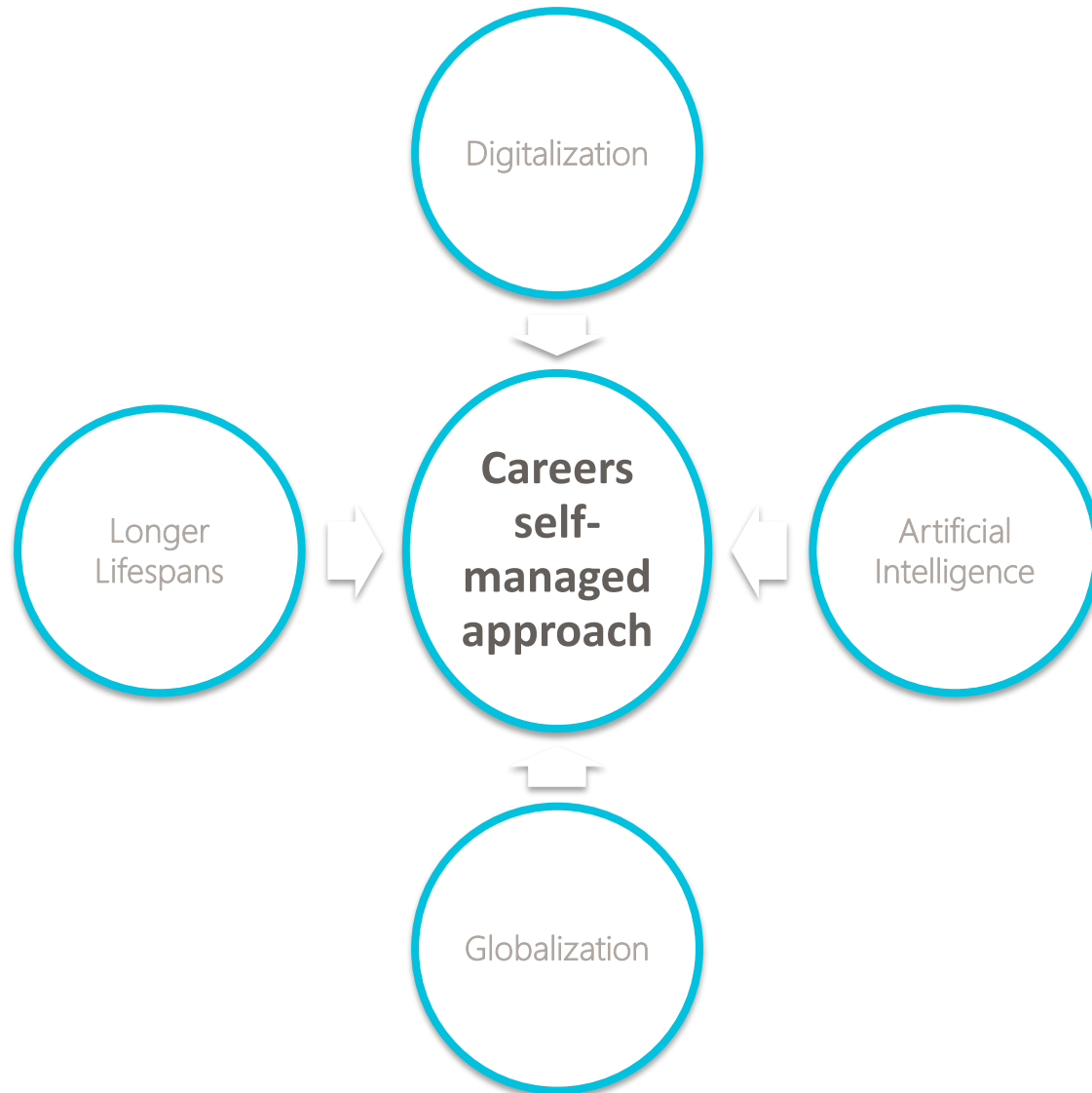
JDC-Tevet develops innovative employment programs models that help Israel's most vulnerable populations move out of poverty by succeeding in the workforce.



Partnering with the Government of Israel, the business sector and NGOs, we tackle the issues from two directions:
working with the individual and the employer



Searching for a New Personal/ Professional Model



I PRO – Skills for a Changing Job Market

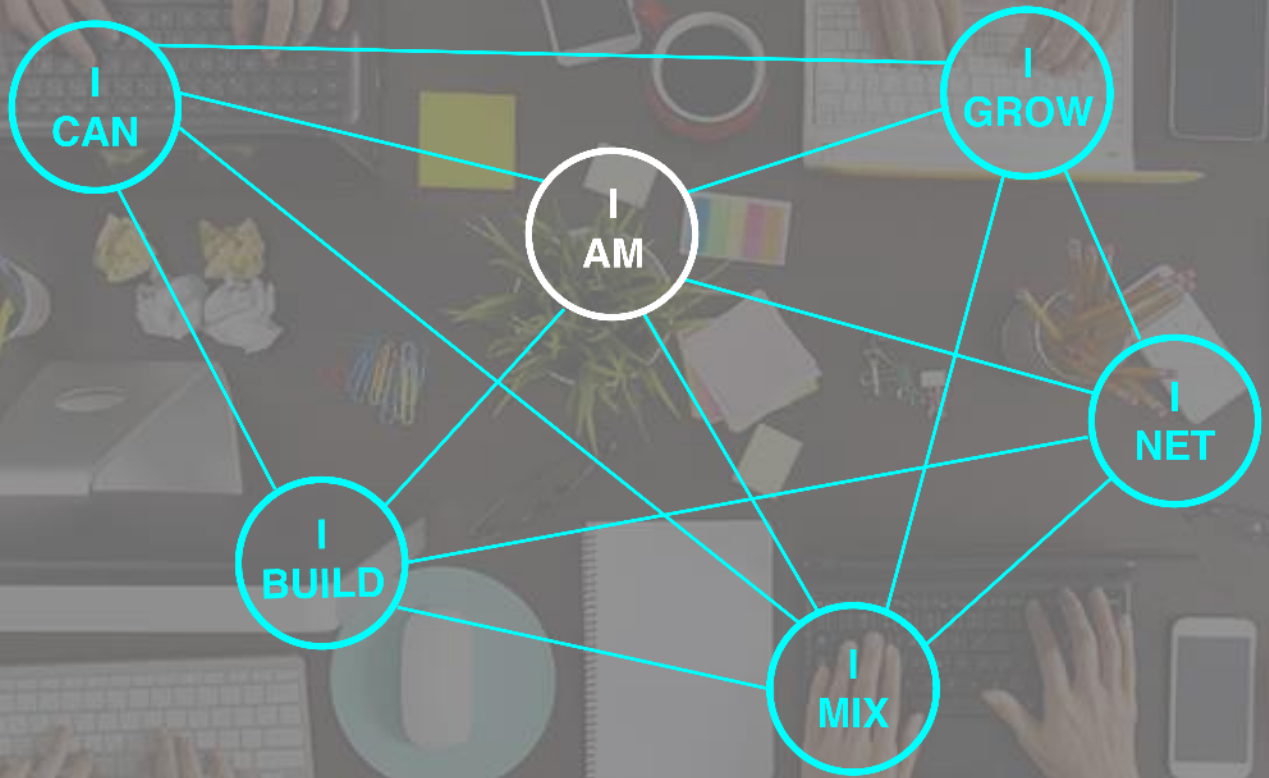
is a revised model of personal professional development.

Based on international and local research:
WEF, NESTA, IFTF, OECD, PIAAC

A versatile and applicable framework

I PRO Skills

For the Changing World of Work



I PRO Skills

For the Changing World of Work



I AM

I CAN

I BUILD

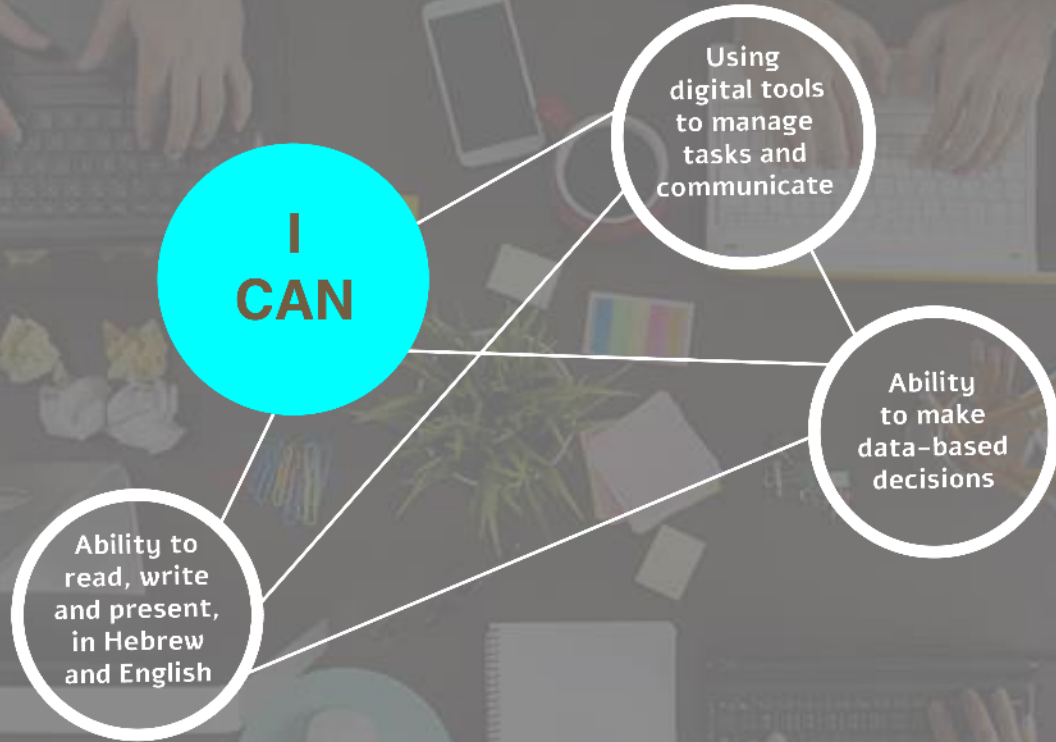
I GROW

I MIX

I NET

I PRO Skills

For the Changing World of Work



I AM

I CAN

I BUILD

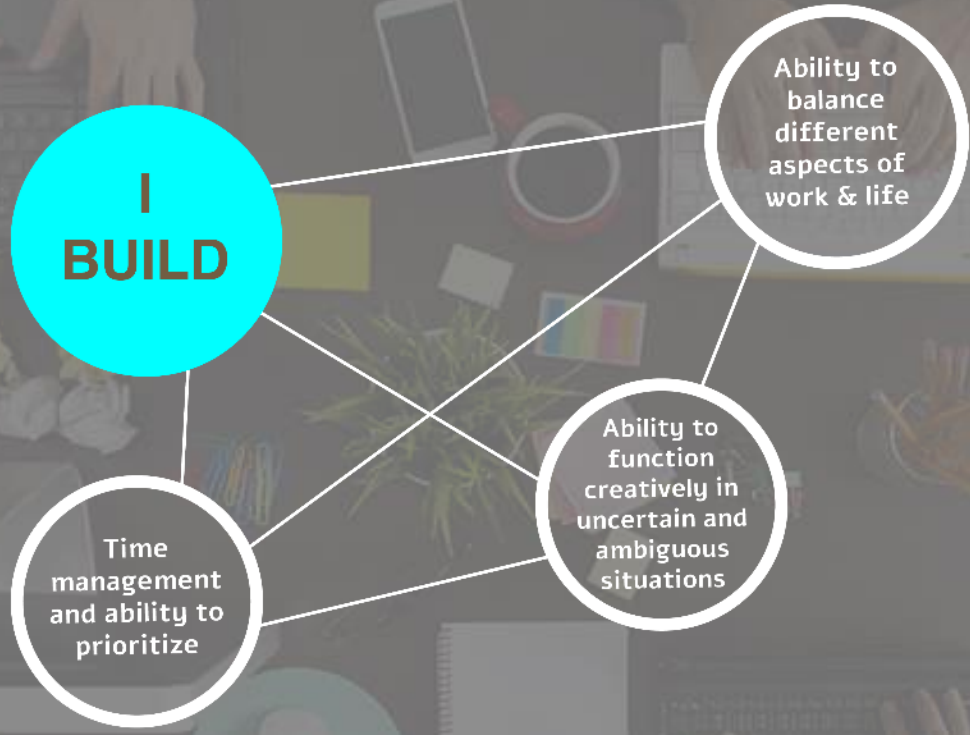
I GROW

I MIX

I NET

I PRO Skills

For the Changing World of Work



I AM

I CAN

I BUILD

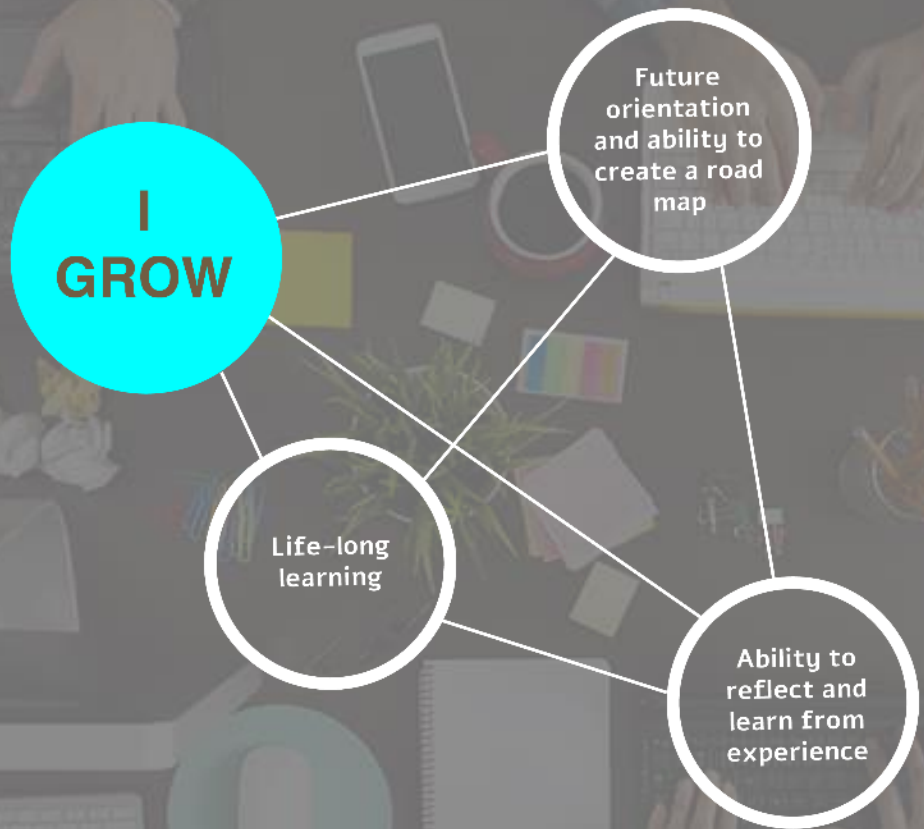
I GROW

I MIX

I NET

I PRO Skills

For the Changing World of Work



I
AM

I
CAN

I
BUILD

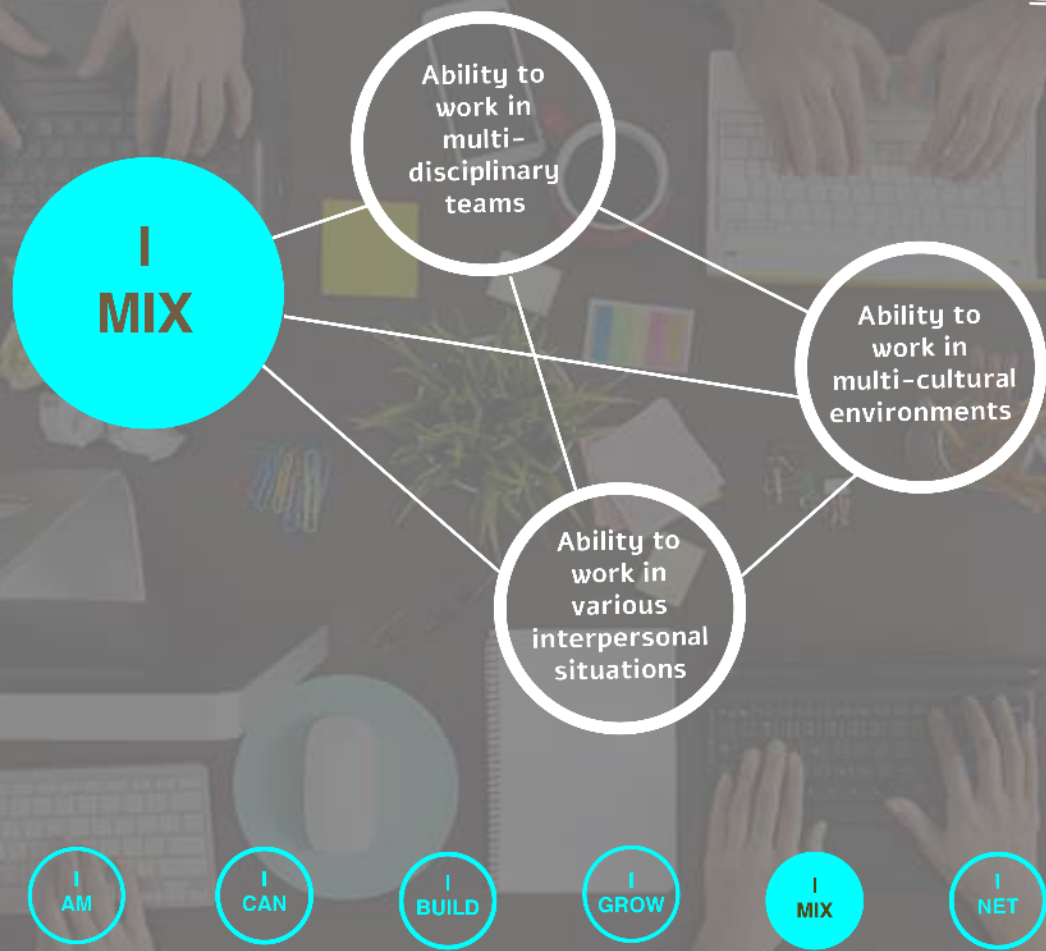
I
GROW

I
MIX

I
NET

I PRO Skills

For the Changing World of Work



I PRO Skills

For the Changing World of Work



Dana Sub-Laban's
Movie 

BRIDGE TO EMPLOYMENT



Bridge to Employment

Overview

JEVS' Bridge to Employment is a collaborative program model where employer, human service provider, and high school came together to create a solution to youth employment and workforce talent development. The program is founded on the belief that all youth deserve the chance to pursue their personal and professional goals, but need the opportunities to explore their individual interests and successfully connect and persist within sustainable career paths. At the same time, how can employer grow their future workforce while meeting the needs of their business?

Funding

The program is funded through a blend of private and foundation funding.

Bridge to Employment Overview

- Phase I: Recruitment
- Phase II: Candidate selection
- Phase III: 3 month paid PSR technical training
- Phase IV: 4 week paid internship
- Phase V: Full-time employment as a Patient Services Representative

Bridge to Employment Model



Timeline - Paid Customized Training

July - September

Patient Services Representative Training

- Monday – Friday, 6 hr./day
- Orleans Technical College and Einstein
- 360 Hour Training Curriculum including:
 - Professional Development
 - Customer Service Skills
 - Microsoft Office
 - Ethics & HIPAA
 - Medical Terminology
 - Patient-Centered Care
 - Medical Databases

Benefits

- Weekly \$100 stipend
- Weekly SEPTA transpass

Timeline - Paid Internship

October

Paid Patient Services Representative Internship

- 4 days/week at Einstein
- 1 day/week at Orleans Technical College
- Regular Check-ins with Employment Specialist

Benefits

- Paid \$9/hr. 30 hr/week
- Weekly SEPTA transpass

Timeline - Supported Employment

November 2017 – August 2018

Supported Employment

- Starting salary \$15/hr.
- Full-time employment 35 hr./week, Monday-Friday, 9-5pm

Benefits

- Job Coaching
- Mentorship
- Continued Professional Development

Results

- Training
 - 14 out of 18 completed training = 77%
- Externship
 - 14 out of 14 completed externship = 100%
 - 13 out of 14 accepted full time employment = 92%
- Supported Employment
 - 9 out of 13 continue to be employed = 69%

Lessons Learned - Recruitment

- More information to students
 - College vs Career Path
 - Doesn't have to be either/or
- Communicate with Partner Schools
 - Best fit

Lessons Learned – Intermediary

- Balance the expectations & goals of the parties
- Commitment to the employer and students

Lessons Learned - Partnership

- Clear on who program is designed for
- Intermediary has final say on who goes forward
- Working with multiple divisions within employer
- Employer
 - Holding jobs
 - Right size cohort

THANK YOU

Alia Sutton-Bey

Manager, Youth and Gateway Programs

JEVS Human Services

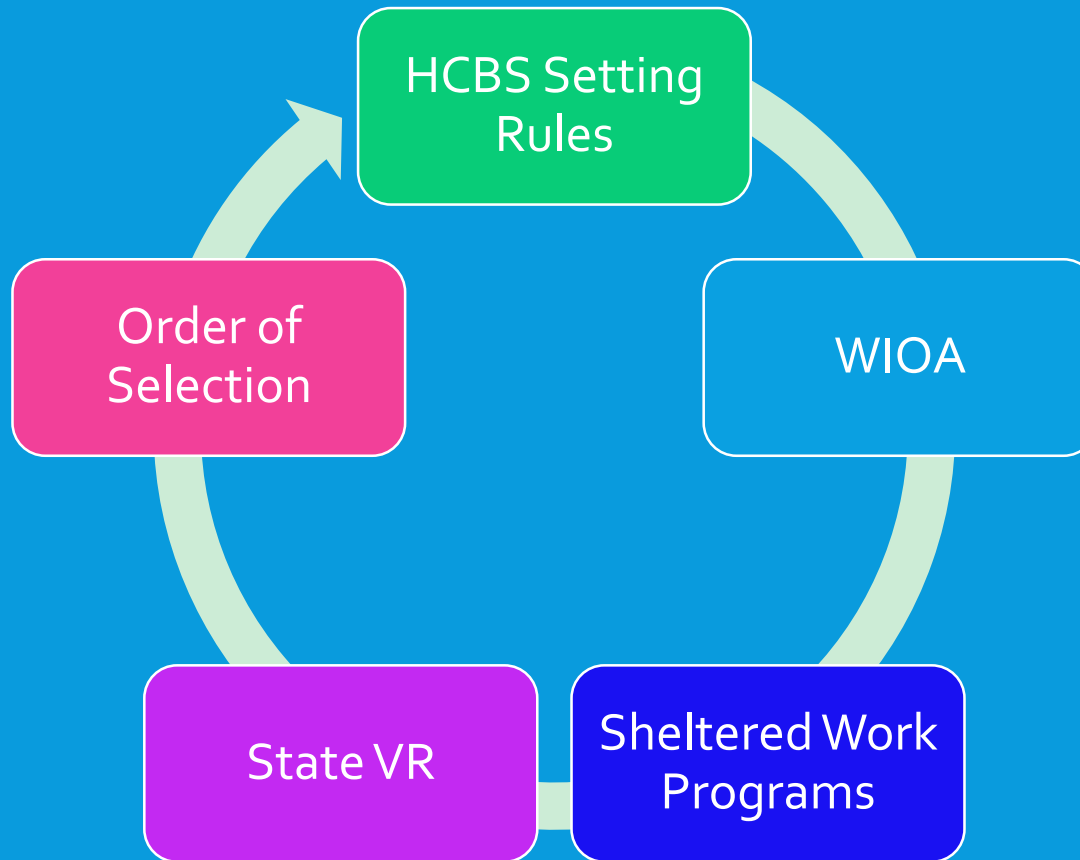
Alia.sutton-bey@jevs.org



CUSTOMIZED EMPLOYMENT

a flexible process designed to personalize the **employment** relationship between a job candidate or **employee** and an employer in a way that meets the needs of both. It is based on identifying the strengths, conditions, and interests of a job candidate or **employee** through a process of discovery.

WHY WE NEED CUSTOMIZED EMPLOYMENT



ESSENTIAL ELEMENTS OF CUSTOMIZED EMPLOYMENT

- Approach has been around for 20+ years
- The CE Camps have developed the essential elements of an impactful CE program



ESSENTIAL ELEMENTS OF CE (WINTAC)

1. Negotiated job duties
2. Individualization / a job for one person
3. Minimum wage or more
4. Job developers represent job seekers
5. No fail approach
6. Best for those who may struggle with wage jobs



ESSENTIAL ELEMENTS OF DISCOVERY

1. Includes contributions, interests, & conditions
2. Qualitative approach using
3. interviews, observations, participation, activities
4. Sufficient time is needed (20-30 hours)
5. Results in a Descriptive Profile



DISCOVERY



Discovery: Finding the Direction to Facilitate Successful Employment

A process for "building strengths and resetting the GPS" for individuals with significant disabilities

Marc Gold & Associates®

1

4000 Golden Meadows, 5th Fl., #20
Columbia, MD 21046 (301) 407-6000



01:16

ESSENTIAL ELEMENTS OF A DISCOVERY PROFILE

1. Comprehensive narrative
2. Identifies individual, living situation, family, friends
3. Life experiences
4. Foundation for customized employment plan
5. Owned and approved by job seeker



ESSENTIAL ELEMENTS OF CE JOB DEVELOPMENT

1. Job dev should have prepared pitch
2. Avoid job openings
3. Assist employers in identifying needs
4. Develop a customized plan
5. Negotiate support plan with employer



SourceAmerica. PATHWAYS TO CAREERS

CORE STRATEGIES





PROOF OF CONCEPT SITES

- PARC, Davis County, UT (2012)
- WORK, Inc., Boston, MA (2015)
- JVS, Detroit, MI (2015)
- ServiceSource, Northern VA (2015)

Participants:

-70% Individuals with intellectual/developmental disabilities

-30% Individuals with autism spectrum disorders

Cohorts include:

- Facility based employees
- Medicaid Waiver
- Transition students
- VR referrals

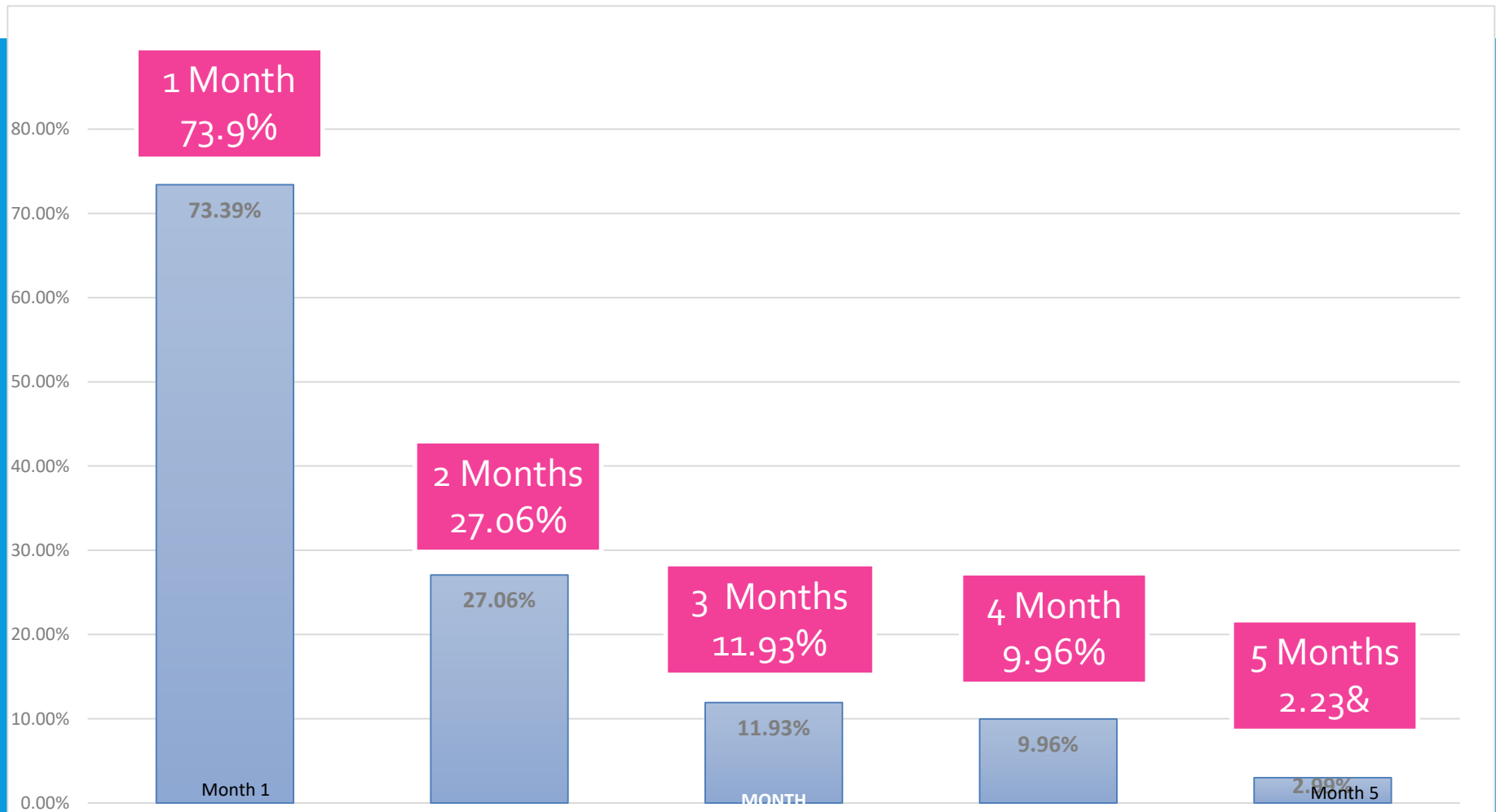


THE VALUE OF PAID INTERNSHIPS

- Provides a more reliable context for Expanded Discovery
- Offers stronger leverage to develop employer “ownership” of supports
- Allows individuals to better establish their interests, conditions and develop skills to be offered to employers



Average Percentage of Facilitator Time Spent Supporting Participants





SourceAmerica.
**PATHWAYS
TO CAREERS**

KEY STATS

- Over 200+ Pathways Employer Partners
- 99 jobs offers
- 89 jobs accepted
- Examples of jobs accepted:

Printer Field Tech - \$15.38/hr/40 hrs week (VA)

Machine Operator - \$11.11/hr/44 hrs week (MI)

Carpentry Assistant - \$13/hr/30 hrs week (MA)

Teachers Assistant- \$12.81/hr/29 hrs week (UT)



JVS-DETROIT

Jordan at
DZ Speedy



CUSTOMIZED EMPLOYMENT RESOURCES

- LEAD Center leadcenter.org
- WINTAC wintac.org
- Marc Gold & Associates marcgold.com
- Griffin Hammis Associates griffinhammis.com
- ACRE Certification acreducators.org
- SourceAmerica sourceamerica.org
- ODEP dol.gov/odep/
- Pathway pathwaystocareers.org
- James Willis jwillis@jvsdet.org

