JOB DEVELOPMENT TIMELINE

LEARN MORE ABOUT LOCAL EMPLOYERS

HOW CAN WE BE OF SERVICE TO THEM?
- Make genuine connections with local businesses
- Ask: What do they need? What is working? What are they looking for?
- Share information about dual customer model and services
- BAM can make introductions, but we should all be familiar with the local community

INTRODUCE STUDENTS TO EMPLOYERS

- Highlight students' STRENGTHS and ABILITIES (not barriers!)
- Share VR/VABIR services and possible interventions

FREQUENT CHECK INS WITH EMPLOYER AND STUDENT

- Consistent follow-ups with employers and students will help mitigate issues as they arise
- Offer interventions if there are problems:
  - Does the student need a job coach to do their job?
  - Can we find a reasonable accommodation?

MEET WITH THE STUDENT

LEARN ABOUT THE STUDENT'S UNIQUE INTERESTS, BARRIERS, AND STRENGTHS.
- Utilize career assessments to identify interests and define goals
- Attend IEP and team meetings to get a full picture of barriers
- Learn about family dynamics and transportation situation

CAREER EXPLORATION

PRE-EMPLOYMENT TRANSITION SERVICES
Use Job Exploration and Work Readiness activities to collect more information:
- Build a resume and practice professionalism
- Information interview with local employer
- Career industry trends discussion with BAM

EXPERIMENTATION

WORK-BASED LEARNING
- Match student with employers based on Employer need AND student interest (It's a win-win!)
- Low stakes way for employer and student to "try each other out"
- Company tour
- Job Shadow/Job try-out
- Work Experience

COMPETITIVE INTEGRATED EMPLOYMENT!

IF WORK BASED LEARNING IS SUCCESSFUL...
- Is the employer interested in hiring the student on?
- Do they need more training?
- What can the student do to further prepare for a job in this field?

MORE INFO CAN BE FOUND AT CREATIVE WORKFORCE SOLUTIONS (CWSVT.COM) OR YOUR LOCAL VOC REHAB OFFICE