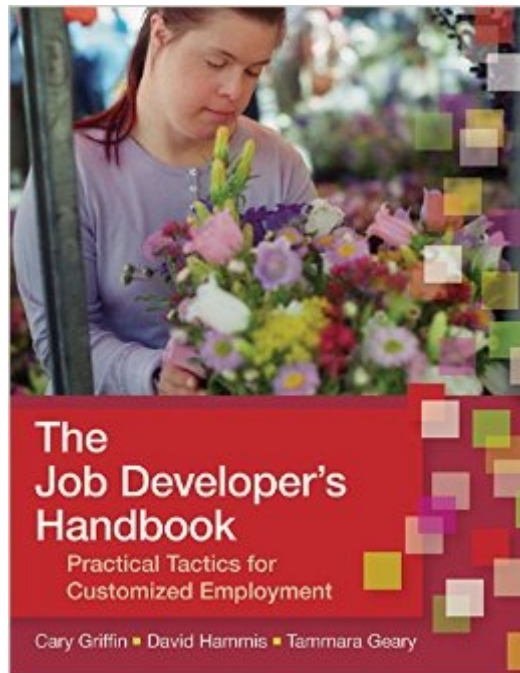


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# The Job Developer's Handbook: Practical Tactics For Customized Employment



## Synopsis

One of the most practical employment books available, this forward-thinking guide walks employment specialists step by step through customized job development for people with disabilities, revealing the best ways to build a satisfying, meaningful job around a person's preferences, skills, and goals. Internationally known for their innovative, proactive job development strategies, the authors motivate readers to expand the way they think about employment opportunities and develop creative solutions. Readers will get fresh, proven tips and ideas for every aspect of job development for youth and adults with significant support needs: discovering who the person is and what he or she really wants ensuring goodness of fit between employer and employee finding "or creating" "hidden jobs" in smaller companies empowering people through resource ownership (investing in resources that employers need) skillfully negotiating job duties while managing conflicts that might arise creatively maximizing benefits using social security work incentives encouraging family support while respecting the individual as an adult To make each part of job development easier, the book arms readers with practical content they can really use: easy-to-follow, step-by-step guidelines; checklists of critical questions to answer; success stories in both urban and rural settings; and sample scenarios, dialogues, and interview questions. Equally useful to veteran professionals and those just starting out, this compelling guidebook breathes new life into the job development process and helps readers imagine a wider world of employment opportunities for people with disabilities.

## Book Information

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## Customer Reviews

I work at a clubhouse (with mentally ill) with a restaurant attached and was asked to fill in the job developer position while they found someone full time. I was flattered at their confidence but insecure about my knowledge. This book got me enthused and educated, so much so that they are actually making me business cards with the title. I work in vocational rehab, so the first half was mostly for me, but I passed it on to my colleague who is in full on supported employment and she is loving it. Im buying another one for myself because i miss it so much. The suggestions about discovery have been the most beneficial.

As a new employment rep for people with disabilities, this guide does a great job of going over the basics of forming relationships with the job seeker as well as potential employers. I was impressed with the respectful language the authors used, as well. I know I will go back to it again and again.

I have been an employment specialist/career counselor/job developer for the last two years and have continually referenced the Job Developers Handbook. To date it seems to be the most comprehensive, strength-based, and creative manual that I have found. I love the process they have laid out and have found the instructions clear and easy to follow. All of their techniques are followed with statistics and facts that enable job developers to really have a solid informational base. In these tough economic times this easy to follow guide is even more important if we ever want the people we support to find long-term employment.

The handbook provides critical information for anyone interested in assisting persons w/disabilities with employment or career guidance. Well organized and written, the book includes contributions from professionals who have long been engaged in providing direct employment services to persons with disabilities. The book is what the subtitle suggest- practical tactics that strengthen the skill sets for a variety of persons interested in reversing years of chronic unemployment for folks with disabilities. I especially appreciated the details targeting working with families and in gaining organization commitment to customize job options for persons traditionally relegated to workshops or minimum wage jobs

Griffin, Hammis and Geary take on Customized Employment (CE) in a powerful and thought-provoking way in this new book that is destined to become a "must-read" for professionals assisting job-seekers with significant disabilities, as well as families and friends. The authors

examine the roots of CE and lay out strategies for providing support services in non-traditional ways that bring each individual's gifts and talents into the forefront of job development. Explanations for frequently asked questions are both well researched and insightful. Strategies that are critical to successful job development - the use of discovery, job analysis and negotiation - are identified and defined in user-friendly terms. This book goes a step further in navigating the reader through the array of viable resources that are often overlooked and generally misunderstood by both providers and job seekers. G/H/G take a close look at the important role that Social Security Work Incentives play in enhancing employment opportunities, and they articulate the role that business must play in successful customized employment when careers, not just jobs, are the goal. Debra Noel  
Project Director, Start-Up/Florida Agency for Persons with Disabilities  
University of South Florida  
The Florida Center for Inclusive Communities

Over the last 30 years, much has been learned about ways to support people with disabilities in work. Unfortunately, there are not enough conversations about getting good, personalized, fitting jobs -- rather than a "placement," or a "slot." Written by people who've been along for the ride, this book does much to help fill the void -- telling us about positive possibilities through discovery, customized employment, resource ownership, informational interviewing, business partnerships... Hope many buy it, and use its ideas!  
Milt Tyree, Lexington, KY

Once again Cary and Dave have reset the bar for best practice in supporting people with disabilities to gain economic power. Over the past few years supported employment has slipped back a bit and lost some credibility. This book will help all practitioners, educators, families to understand Customized Employment practice in a hands on nuts and bolts practical manner and get to the next level. This is a great tool for SE teams who are always on the road and have trouble with training. This book will also teach how to leverage many new funding sources!!!!  
Corey Smith Director of Employment Services Via of the Lehigh Valley PA

Again, Griffin-Hammis sets the bar high. This book, which attempts to teach art step by step, starts with the expectation that individuals with disabilities want to and can be economically self-sufficient. Providing real examples of how the road to successful employment is full of twists and turns, the tools in this book will be helpful to all job developers. But more importantly, they address this subject within the context of everything else in a person's life not treating employment as something extra, but as a part of life. If you can't work with Cary, Dave or Tammara in person, this is the next best

thing.

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