

AN INTRODUCTION TO CUSTOMIZED EMPLOYMENT & DISCOVERY

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This presentation uses numerous examples from urban, suburban and rural settings to illustrate strategies unique to Customized Employment, including Discovery, to develop solid vocational themes that drive targeted, individualized, and creative job development. Customized Employment relies on the identification of employer unmet needs and an interest-based negotiation strategy for job creation. This training introduces the rationale for “going where the career makes sense” and prospecting up the supply chain to find stable, skills-based work with a promise of growth, continuous learning, and natural support. Further, we’ll explore the concepts of Big Sign Syndrome and the avoidance of large retail companies, the circumvention of Human Resources, and traditional application/interviewing approaches that rarely work for people with significant barriers to employment. This session includes discussion of the roles of adult vocational providers, Vocational Rehabilitation, WIOA/Workforce, self-advocates, families, and School Transition; the use of amalgamated funded sources; SSA Work Incentives; and team roles. Staff development recommendations and resources will be highlighted. Further, this session details how non-comparative approaches to job development used in Customized Employment, as opposed to traditional competitive models, benefit people with disabilities, and how negotiated jobs demand attention to social capital, economic development, and shared interests between applicant and employer.

Biographical Sketch

Cary Griffin, MA, President/CEO
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Cary Griffin is President & CEO of Griffin-Hammis Associates, a full service consultancy specializing in building communities of economic cooperation, creating high performance organizations, and focusing on disability and employment. He is also past Co-Director of the U.S. Dept. of Labor’s National Self Employment Technical Assistance, Resources and Training project

with Virginia Commonwealth University, and is one of only a handful of Subject Matter Experts hired by the U.S. Dept. of Labor to help implement Employment First nationally. Cary maintains a strong relationship with the Rural Institute at the University of Montana, where he served as Director of Adult Community Services & Supports. He is the former Executive Director of the Region VIII CRP-RCEP at the Center for Technical Assistance & Training (CTAT), which he founded at the University of Northern Colorado in 1989. Prior to this Cary served as Director of an adult rehabilitation program in Southern Colorado and also directed the implementation of major systems change projects.

Cary provides training to administrative and direct service level professionals in the rehabilitation field; consultation to businesses and rehabilitation agencies regarding the employment of individuals with significant disabilities; field-initiated research and demonstration; family & consumer consultation; resource development; organizational development. He is also the lead author for several new series of on-line synchronous and asynchronous web-based courses developed in partnership with Relias, Virginia Commonwealth University, and various agencies addressing training & certification of personnel in customized employment, vocational assessment, self employment, Social Security benefits, and related policy. Cary is author of the book **Working Better, Working Smarter**, and co-author of the books **Making Self Employment Work for People with Disabilities** (2nd edition 2014), and the first book on Customized Employment, **The Job Developer's Handbook: Practical Tactics for Customized Employment**. Cary currently oversees staff officed in 12 states and thirty-plus projects including development and management of a statewide Rural Florida Customized Employment initiative, Employment 1st projects in Canada, Georgia, Utah, Kansas, Indiana, Minnesota, Appalachia, and others, developing the strategic plan for British Columbia's CE and Employment First program, several state Money Follows the Person, Medicaid Infrastructure Grant, and PROMISE initiatives, several of Labor's state Disability Employment Initiatives, and both rural and inner city Customized Employment projects. Cary is currently writing a new book on career planning tentatively titled: **Your Vocational Themes: Going Where The Career Make Sense**.

Cary also serves as Deputy Director and Board Chair of the Center for Social Capital, a non-profit affiliate of Griffin-Hammis Associates.