




MAKING IT WORK

Creating Dynamic and Sustainable
Employment Services



Key to a Vibrant Employment Program

- Programmatic goals must inform fiscal decisions
- Requires enough funding to sustain experienced managers
- Knowledge of funding opportunities and how they can be used to advance program goals and fiscal needs




Launching off point: what are the goals of a successful supported employment program?

- Job Retention
- Developing natural supports to enhance workforce integration
- Career Development
- Expand opportunities to people not previously served
- Serve as a resource for business community

Managing Staff and Caseloads to Ensure Effective Support

- Avoid temptation to save costs with large caseloads
- Encourage staff to keep learning about employer needs and how current employees can take on new tasks
- Provide new expertise to staff (e.g. work incentives assist in reporting wages)
- Anticipate turnover



Career Development: Helping people take the next step

- Ongoing discussions with people about their career goals
- Working with current employers to expand responsibilities
- Job Development
- Leverage resources using Ticket to Work revenue

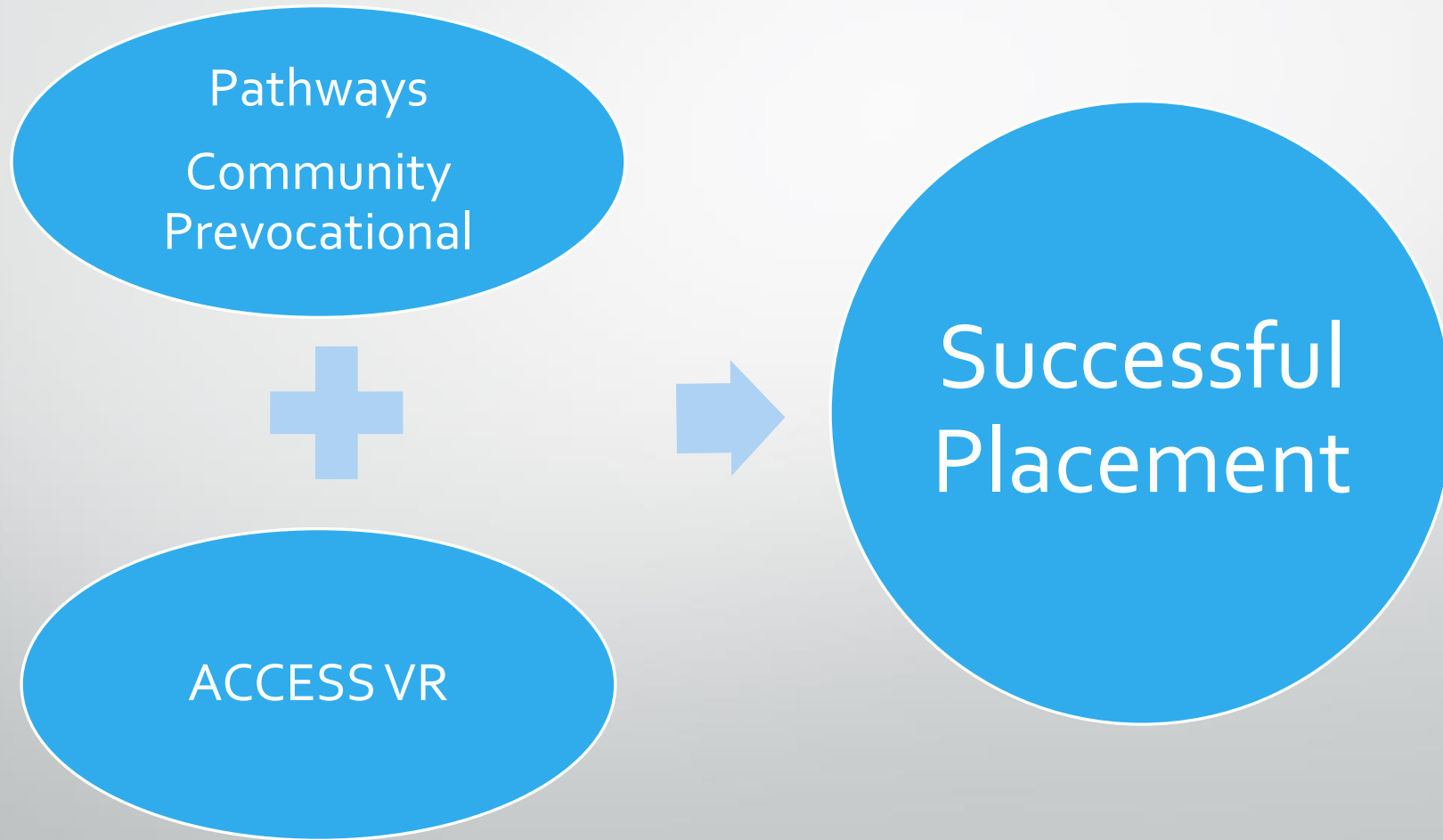
Working with people with more complex needs

- Discovery with people in facility based and group day programs



- Take advantage of Pathways and Community Pre-Vocational Programs

Leveraging Resources



Employment Training Program (ETP)



Intensive and Effective Job Development

- Engage in intensive job development when people lose their jobs/rather than or in addition to job search clubs or workshops
- Encourage all staff to have antennae out to look for new employer needs
- Employment Training Program to fund job development

Effective Tracking of staff billable hours

- Create individual and team targets
- Multiple teams can create friendly competition
- Team report cards



Contact Information

Rachel Pollock

Senior Program Advisor/General Counsel

Job Path Inc.

rpollack@jobpathnyc.org