



Job Squad, Inc.'s Customized Employment Program

*(Adapted from *The Job Developer's Handbook* and *Making Self-Employment Work...* by Cary Griffin/Dave Hammis/Brookes Publishing)*

1. Services:

- **Social Security Benefits Analysis and Planning:** Career Counselors can assist with providing resources and information in regards to Social Security Benefits and planning.
- **Discovery:** an individualized and customized method of work exploration. Job Squad Career Counselors will spend time in the community with job seekers (and those who know them well) and seek to answer the questions: "Who is this person?" "What is/are their personal genius(es)?" and "What are the ideal conditions of employment for this person?"

Job Squad Career Counselors and the job seeker's supporters will identify current barriers to employment and create plans to address these barriers.

- **Job Matching and Analysis:** Career Counselors will assist job seekers to explore potential career options with the goal of finding a job match that is a good fit for the job seeker.
- **Person-Centered Job Development:** Job Squad will assist the job seeker to highlight their personal contributions so that they can "go where the career makes sense" and engage in customized job development, informational interviews and community networking.
- **Support with Interest-Based Negotiations:** Job Squad Career Counselors will provide representation for job seekers during discussions with business owners, human resource managers and other influential community members.

2. Possible Outcomes:

- **Wage Jobs:** using techniques like job carving, job creation, and resource ownership.
- **Small-Business Ownership:** a sole proprietorship or partnership, utilizing business-within-a-business, micro-enterprise, business supplier and other approaches.
- **Or Both**

102 2ND Street
Bridgeport, WV 26330
Ph. 304-848-0850
Fax 304-848-0851

1418 MacCorkle Ave. SW Suite B
Charleston, WV 25303
Ph. 304-345-4634
Fax 304-744-0113