

Turning Job Developers into Business Developers

Job Developer Competencies: Overview & Objectives	
Goals	Outcomes
<p>Job Developer Confidence: Assessment and Discussion on Believing, Marketing and Connecting</p> <p>An assessment tool will be used to identify the areas for growth in the domains of believing in students, marketing to employers, and connecting to students and potential employers</p>	<p>A report of scoring for believing, marketing, and connecting</p> <p>Self-awareness of areas of strengths and weaknesses</p> <p>Frame of mind set for future training</p>
<p>Job Developer Confidence: Assessment and Discussion on Believing, Marketing and Connecting</p> <p>An assessment tool will be used to identify the areas for growth in the domains of believing in students, marketing to employers, and connecting to students and potential employers</p>	<p>Ability to use the models of disability to understand and connect with job seekers and employers</p> <p>Confidently explain the application of the ADA for hiring and supporting job seekers and educating employers</p>
<p>Foundational Competencies</p> <ul style="list-style-type: none"> Explore and practices foundational competencies of job developers in the areas of purpose, attitudes and values, and fundamental communication skills 	<p>Knowledge of the five attitudes and values for professional relationship building</p> <p>Understand and know how to apply fundamental communication skills of effective listening, connecting mediation and negotiation, and advocacy</p>
Building the Value Proposition: Overview & Objectives	
<p>Understanding Corporate Hiring</p> <ul style="list-style-type: none"> Introductory knowledge of employment supply and demand Understanding of Human Resource practices and various structures within organizations Review of business language in employee selection 	<p>How the employment rate impact available jobs</p> <p>Know how HR departments are structured and how to approach each based on the structure</p> <p>Know how to communicate with HR professionals effectively</p>
<p>Selling the Value Proposition</p> <ul style="list-style-type: none"> Understand what a value proposition is and how it is used Dissect the components of a persuasive value proposition Create your value proposition 	<p>Know how to apply the three parts of a value proposition for different situations</p>
<p>Laws that Protect Your Client</p> <ul style="list-style-type: none"> Clarity on the Americans with Disabilities Act and how they apply to employee selection and accommodations Understand the purpose of the Equal Employment Opportunities Council (EEOC) Understand the purpose of the Office of Federal Contract Compliance Program (OFCCP) 	<p>Thorough understanding and application of the ADA</p> <p>Knowledge of when EEOC needs to be involved</p> <p>Knowledge of when OFCCP needs to be involved</p> <p>Strategies to use EEOC and OFCCP to increase employment opportunities</p>

Train the Trainer: Adding to Your Toolbox

Objective

Job developers, transitions specialists and everyone else that connects non-traditional employees with employment... it's time to say "Let's figure out how you work best?" and watch them thrive.



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Train the Trainer: Skills to Transfer to Clients (Jobseekers)
Tools to Assess Strengths <ul style="list-style-type: none"> • Provide job developers with a variety of tools to assess and identify strengths relating to employment for clients
Online Profiles <ul style="list-style-type: none"> • Establish a LinkedIn profile through using passion, skills, and experiences to populate • Understand applicant tracking system and keywords to use in profiles • Overview of best practices for communicating online professionally
Breaking Down the Interview (Research-based) <ul style="list-style-type: none"> • Understand the meaning behind common interview questions • Know criteria for answering the questions in a professional and job-related manner • Understand behaviors and language to avoid Interview Practice Curriculum <ul style="list-style-type: none"> • Establish a process for interview measuring interview confidence and execution
Creating Goal Orientation Identity for Job Seekers <ul style="list-style-type: none"> • Introduce process for establishing personal agency in the career domain • Establish vocational identity • Understand different goal orientations
Tools for Assessing Work Readiness <ul style="list-style-type: none"> • Provide job developers with a variety of tools to assess and identify work readiness in a variety of occupation-related domains

grit & flow believes that job developers are an instrumental part of the employment cycle for individuals with I/DD. We would like to thank the California State Council on Developmental Disabilities for awarding a grant to provide hundreds of hours of training to California job developer specialists. Our training directly aligns with the SCDD Goal #2: Employment, through the training professionals directly responsible for preparing, guiding, securing, and supporting individuals with I/DD in employment.

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Job Developer Training Schedule Spring 2021

<https://www.gritandflow.com/job-developer-training>

All courses are free

Training Name	Hours	Date	Start (PST)
Breaking Down the Interview (train the trainer)	1.5	2/4/2021	1:30:00 PM
Online Profiles (train the trainer)	1.5	2/4/2021	
Tools to Assess Strengths (train the trainer)	2	2/17/2021	11:00:00 AM
Job Developer Competencies	3	2/18/2021	8:00:00 AM
Goal Orientation Identity (train the trainer)	2	2/19/2021	9:00:00 AM
Building the Value Proposition	3	2/23/2021	8:00:00 AM
Assessing Workplace Readiness (train the trainer)	2	2/25/2021	9:00:00 AM
Assessing Workplace Readiness (train the trainer)	2	3/4/2021	9:00:00 AM
Tools to Assess Strengths (train the trainer)	2	3/16/2021	9:00:00 AM
Job Developer Competencies	3	3/23/2021	9:00:00 AM
Building the Value Proposition	3	3/25/2021	9:00:00 AM
Tools to Assess Strengths (train the trainer)	2	4/1/2021	9:00:00 AM
Assessing Workplace Readiness (train the trainer)	2	4/15/2021	9:00:00 AM
Goal Orientation Identity	2	5/6/2021	9:00:00 AM

Questions? [Hello@GritandFlow.com](mailto>Hello@GritandFlow.com)

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