DMHAS Learning Collaborative
The Power of Collaboration Employment Series
Meet Your Presenters

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Agenda

• Barriers and benefits for clients seeking employment.
• Question strategies for clients to employment research.
• Applying and job interviewing tips for clients.
• What should be disclosed.
• Networking with a lot of support.

"We called this meeting to discuss critical issues, so let's spend our time discussing something completely unrelated."
Barriers and Benefits For Employment
Barriers to Employment

Which barriers stand out for your clients and why?

Some barriers clients may face when seeking employment:

• Attitude
• Age
• Criminal record
• Disabilities
• Drug and/or alcohol abuse
• Education
• Employer biases
• Housing issues or homelessness
• Job search skills
• Lacks basic and employability skills
• Limited English proficiency
• Long-term welfare recipient
• Mental illness
• Childcare assistance
• No transportation
• Gaps in employment
• Pressure to go to work from others
Benefits to Employment

Which benefit could stand out for your clients and why?

Some benefits clients could have with employment:

• Provide for one self
• Health insurance
• Social interaction
• Ability to give back to the community
• Serves a purpose in ones life
• Job resources
• Professional development
• Retirement investment plans
• Paid time off or vacation time
• Increase income
• Ability to afford things
• Enhance quality of life
• Travel
Using Questions As A Strategy To Enhance The Employment Research

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<td><strong>PRO</strong></td>
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<td>You can work whenever you want! Every day is a Saturday!</td>
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Question Strategies

Questions to ask your clients before they start the job search:

- So you decided to seek employment why?
- Are you willing to do the work to find a job?
- Do you want to work or are others pressuring you to work?
- What type of employment would you like to do?
- What type of skills are needed to do the job?
- Is this job a reality for you?
- Are you flexible with your time?

_Having a simple conversation could lead to finding out what type of employment and commitment your client has to seeking employment._
Research

“Conversation can open doors to understanding what types of support are needed if employment is gained before it was offered.”

- Which company are you exploring?
- Do the hours of business work for the client's schedule?
- Do you have transportation?
- Is there a bus line on route operating at the time of work schedule?
- Will this type of work add to the client’s quality of life?
- What types of support will the client need if the get this job?
- Is this job temporary or long term?
What differentiates you from the other 1,892,794 applicants?
Applying

“Looking for a job is work in itself.”

- Work History
- Resume
- Online or Paper Applications
- First meeting
- Interview
Interview Questions

Questions should be asked by both the interviewer and candidate

Clients being asked questions:
Ensure the clients knows the job they are applying for. Clients should be prepared to answer why they applied for the job and if they feel they would be a good fit for the position. A good thought is to review a list of common asked job interview questions with your clients available on multiple employment websites.

Clients asking questions:
Why do you work here?
Does your management build a collaborative culture amongst the staff?

Both questions allow the individual conducting the job interview to see that the candidate is interested in why the client would want to work here and that they are interested in being a team player
What Should Be Disclosed

SHOULD I TELL HIM ABOUT MY LEARNING DISABILITY?

SHOULD I TELL HIM I'M SLOW READING HIS RESUME BECAUSE I'M DYSLEXIC?
Setting Disclosure Boundaries for yourself is important

For the job seeker:

- Self-disclosure is a personal choice
- The Americans with Disabilities Act (ADA)
- Answer short to the point answer without adding more information that is not needed.

When you are asking for an accommodation in filling out a job application, during the interview process or on the job, the disclosure of disability is integral to guaranteeing these accommodations are met. Without disclosing disability, accommodations do not legally need to be made.
Criminal History

• The best answer on an application regarding criminal history is to say “Yes. I will explain during the interview.”

• Make sure you disclose and discuss!

• Be honest with the employer up front.

• That honesty maybe the very reason you get that job.
Networking With Support

“We’re looking for someone who can stretch with the demands of this job. Are you flexible?”
Networking

When seeking employment it is a good practice to encourage clients to ask people in your inner circle if they know of anyone hiring. If a client attends church bringing up a conversation that they are looking for work can lead to someone guiding them with information of places that are hiring. Clients can attend the American Job Center or the Library and research the job boards. Asking people they see every day “do you know of any jobs out there” can be a useful tool.

Some Helpful Tips:

• Ask people at places where you shop
• Speak to your family and friends
• Previous places of employment co-workers

Are there anymore tips you can think of?
Encourage clients to create connections in the community. A client never should miss the chance to attend a job fair or event that can lead to employment. Visit the American Job Center in Bridgeport. Get a referral to The Bureau of Rehabilitation Services (BRS) for individuals with a disability.

Some Helpful Tips:
• Create an online profile on websites
  • Ex. Indeed or Snag A Job
• Attend free classes at the American Job Center
• Utilize free online career assessment tools

Are there anymore tips you can think of?
Support

Clients should attempt to keep individuals in their lives that want them to succeed. A difficult task to say the least. Having a good group of supporters that encourage our clients besides ourselves can ensure clients to be successful and keep their spirits up as they job seek, secure a job, and maintain.

Some helpful tips:

- Clients should keep positive people in their lives
- They should be honest with themselves about work
- Don’t be afraid to ask someone for help

Are there anymore tips you can think of?
Upcoming Trainings
REGISTER TODAY!
Connecticut’s Rental Assistance Program: Program Obligations, Rules and Regulations
9/16, 10:00am-1:00 pm Hartford, CT

Service Planning for Supportive Housing
9/17, 10:00am-3:00 pm Middletown, CT

Working in Supportive Housing: An Orientation for New Case Managers*Core Course for New Employee Course
9/30 10:00am-3:30 pm Hartford, CT

Tenants Aging in Supportive Housing
10/7, 10:00am-3:00 pm Middletown, CT

Using The Supportive Housing Assessment/ Acuity Inedx
10/29, 10:00am-3:00 pm Hartford, CT
THANK YOU!