

CUSTOMIZED EMPLOYMENT: CULTIVATING COMMUNITY CONNECTIONS

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Griffin-Hammis Associates

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The Goal is Community and Work!



Today's Goals

- Live Life Big which includes Work!
- Connections
- Social Capital
- Our Circles of Relationships
- Relationship Continuum
- Going Forward

Having a Vision

Life begins with a vision

Dream BIG Dreams!

A lifelong dream with goals = Reality!

We want to avoid an individual having to live someone else's program

Growing Social Connections for Youth Through Customized Employment

- Begins with looking for ways we are connected to people and places in our own lives
- Social Capital translates to connections - who is connected to the job seeker and widening their circle!
- Social capital is critical when pursuing employment
 - Social connections or the networks of relationships among people who live and work in a community

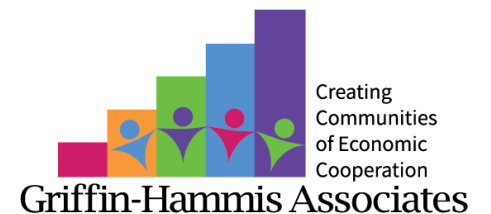
Social Capital

To increase the employment of individuals with disabilities by encouraging the use of local contacts through friendships, relationships, business contacts and places where individuals do business



Social Capital Focuses on:

- Who knows Whom (Social Networks)
- The Character of these Networks
- The Strength of our Ties
- Levels of Trust
- Levels of Reciprocity



Foundations of Social Capital

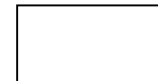
Trust Growing Elements:

- Repeated exposure & shared spaces
- Honesty in Communications
- Follow-Through on Commitments
- Consistency in Behavior



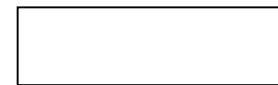
Types of Social Capital

- Public-Regard: we are tied to formal groups (City Council; PTA; People First; Kiwanis)
- Private Regard: we are tied to informal groups (Church; Softball team; Neighborhood Watch)
- Formal vs. Informal (Bylaws & Committees vs. Social/Interest/Hobby relationships)



Bridging and Bonding

- Bridging: Social ties that attempt to cut across differences including Race, Gender, Disability, Class, Religion...
- Bonding: Links people together like themselves (special interest groups, neighborhood associations, hobby clubs...)



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Social Capital

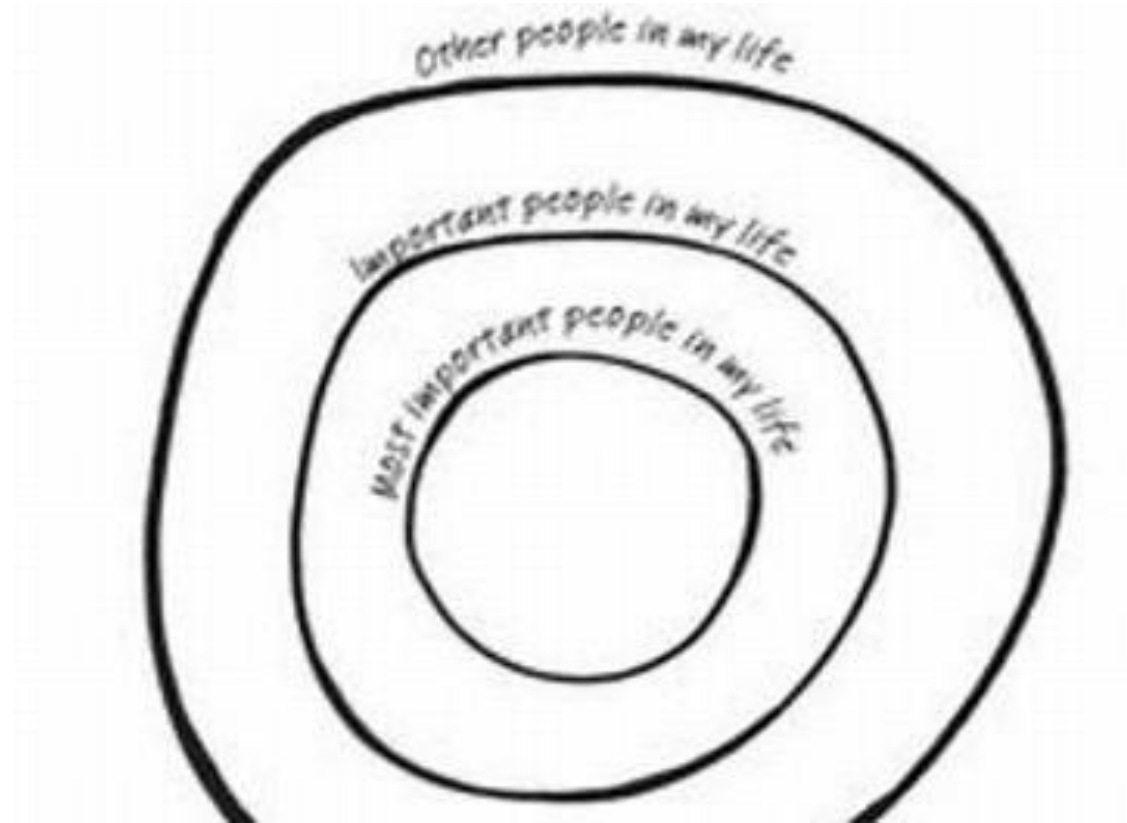
- Making contacts and building relationships can lead to jobs or other work-related opportunities.
 - Connecting with others provides a meaningful way to talk to people about individual interests, skills, strengths, abilities and can lead to employment.
 - These connections can help to obtain leads, ideas, referrals, advice, information and support towards further relationship building and employment development.
- The more connections the more opportunities!



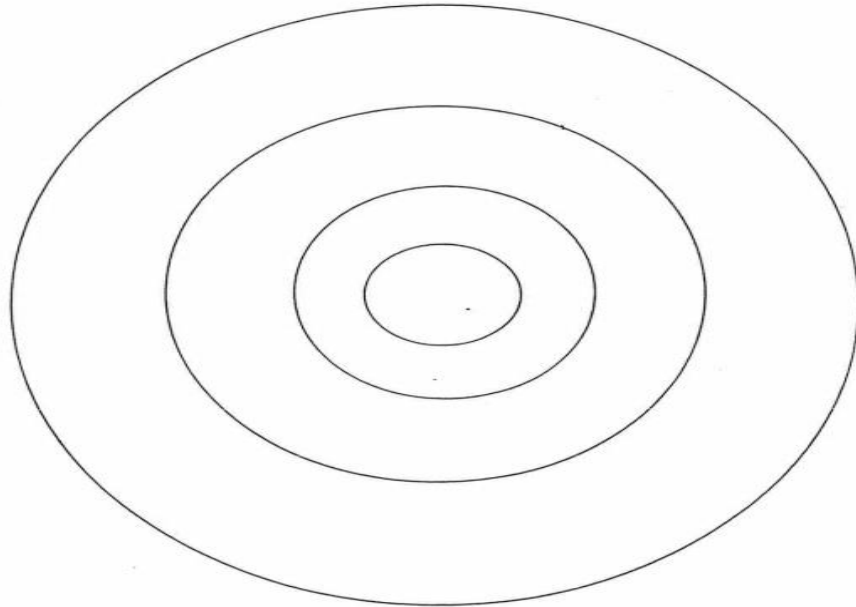
Our World in Expanding Circles



Relationship Circle



MY CIRCLE OF FRIENDS



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My Circle of Friends

Things To Explore...

- Skills & talents
- Hobbies, sports, collections, interests
- Where person spends time & money
- Favorite pastimes, activities, people, places
- Typical daily schedule
- Routines & chores that detail skills/interests



Connecting with new people

- Where do people with similar interests go?
- What do people with similar interests do for work?
- Who do they know that they can connect us to?
- Who in our circle have connections?
- This is a continuum – one person leads to another who then leads to another . . .



Dirt is good.

Building Social Capital - Volunteering



Circle of Support



Talking with Farmers Led to Planting Garlic

Delivering Product Increases Sociability!



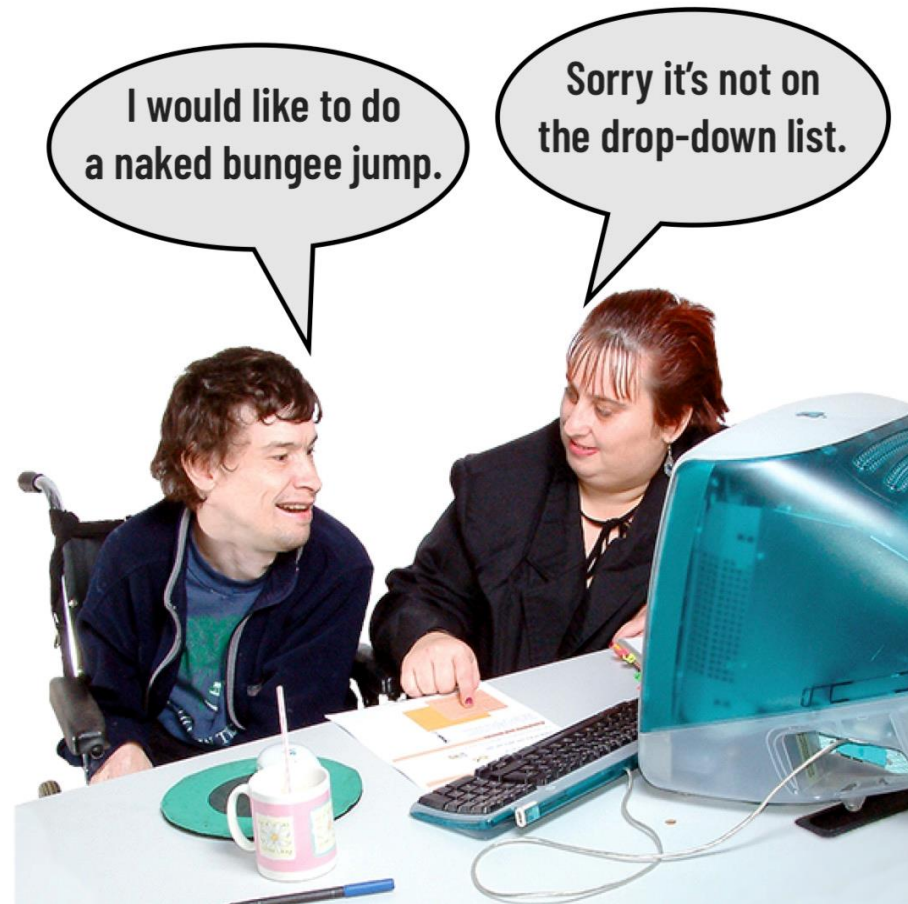
Building Relationships – UPS Store



Additional Offerings

- Knowing and Noting the birthdays of neighbors
- Random acts of flowers
- Shovel sidewalk
- Share tree swing
- Share apples
- Enjoys going to bank
- Follow up with customers

Outside of Checklists and Drop Down Lists!



Relationship Continuum

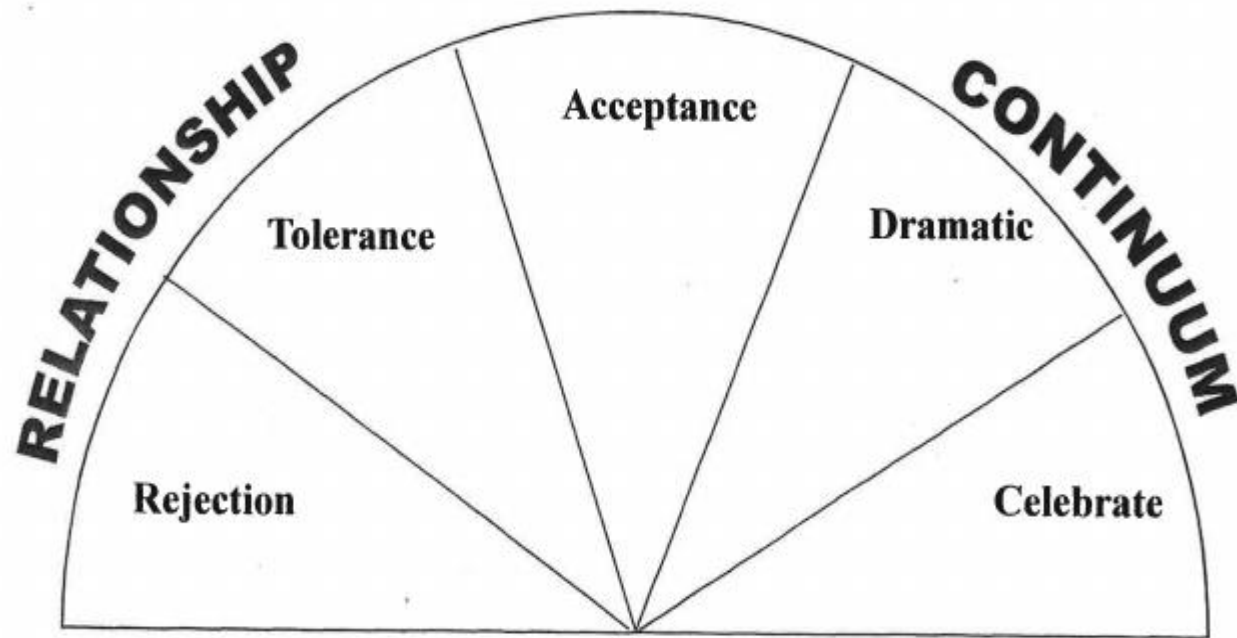
Continuum of Growing Acceptance

The *Relationship Continuum* is a visual tool describing the journey humans travel from rejection towards celebrating others. The first step away from rejection is tolerance. The journey continues through acceptance into the Dramatic stage. The Dramatic stage represents acting out the “right” thing to do. In this stage the person does not quite embrace and celebrate the entire person, but their actions represent someone who celebrates another. True celebration is a place we visit once in a while, sometimes only for brief moments. In the best relationship we strive for celebration but often find ourselves at a different level of the relationship continuum. We are blessed if we can truly celebrate the unique gifted individuals in our lives. Along the journey in relationships we need to recognize that the process is a difficult one and it is necessary to identify and let go of the road blocks that stop us along the way. It is important to focus on uncovering the giftedness in others sharing those gifts and being supported as we journey towards celebrating the individual as a valued person in our community.

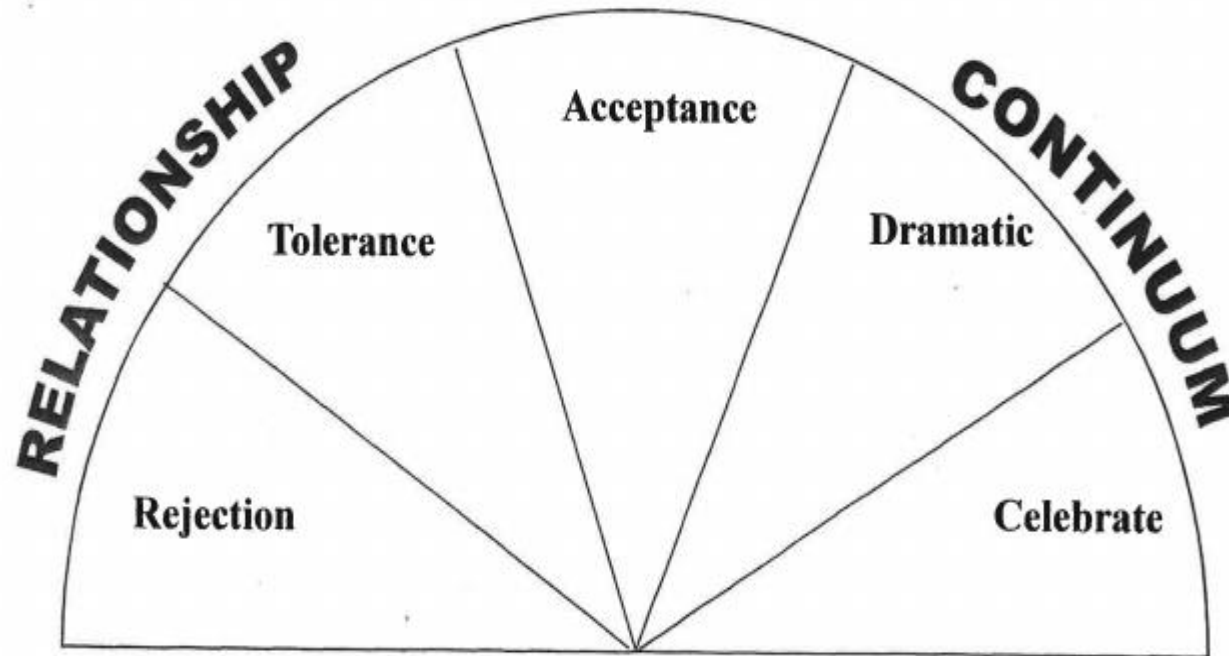
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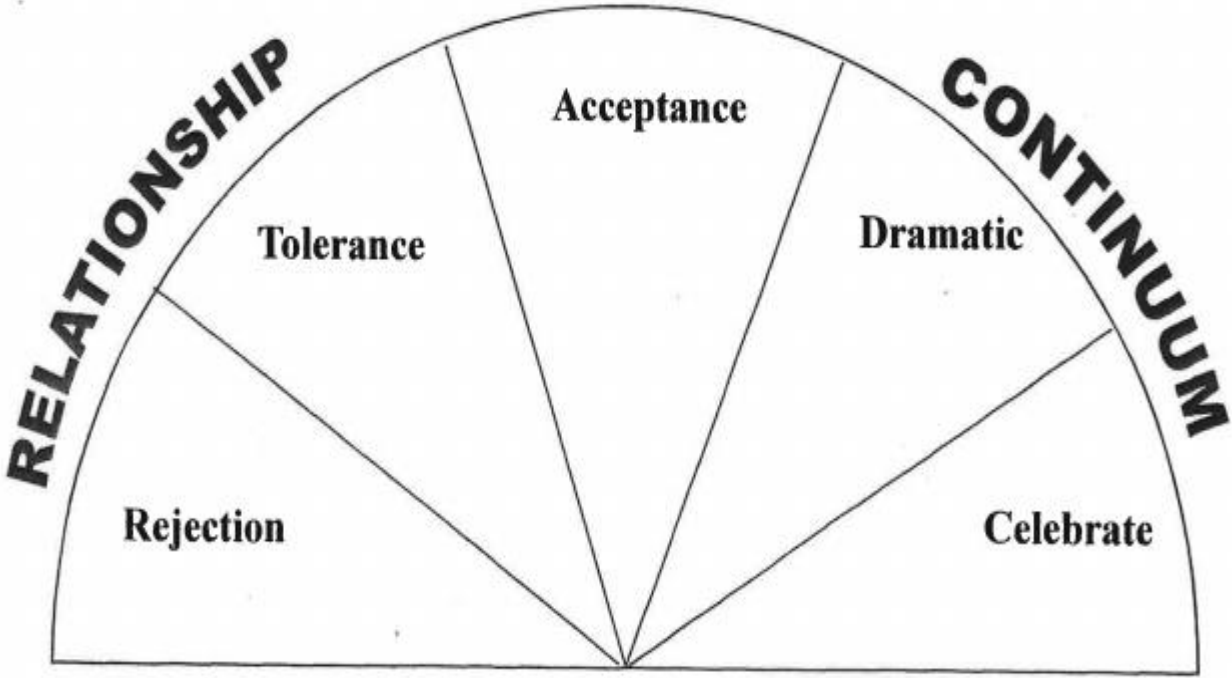
Relationship Continuum



The *Relationship Continuum* is a visual tool describing the journey humans travel from rejection towards celebrating others.



The first step away from rejection is tolerance.





**SOMETIMES
IT IS NOT
THE DOING
IT IS THE BEING**

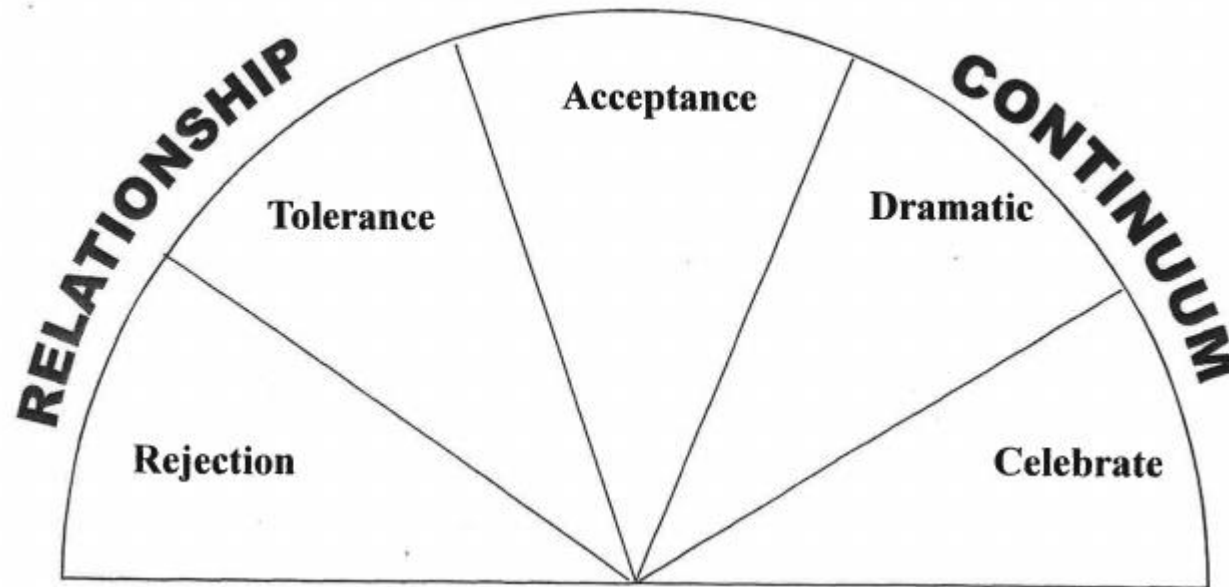
**JUST BEING
WITH SOMEONE**

KATHIE SNOW

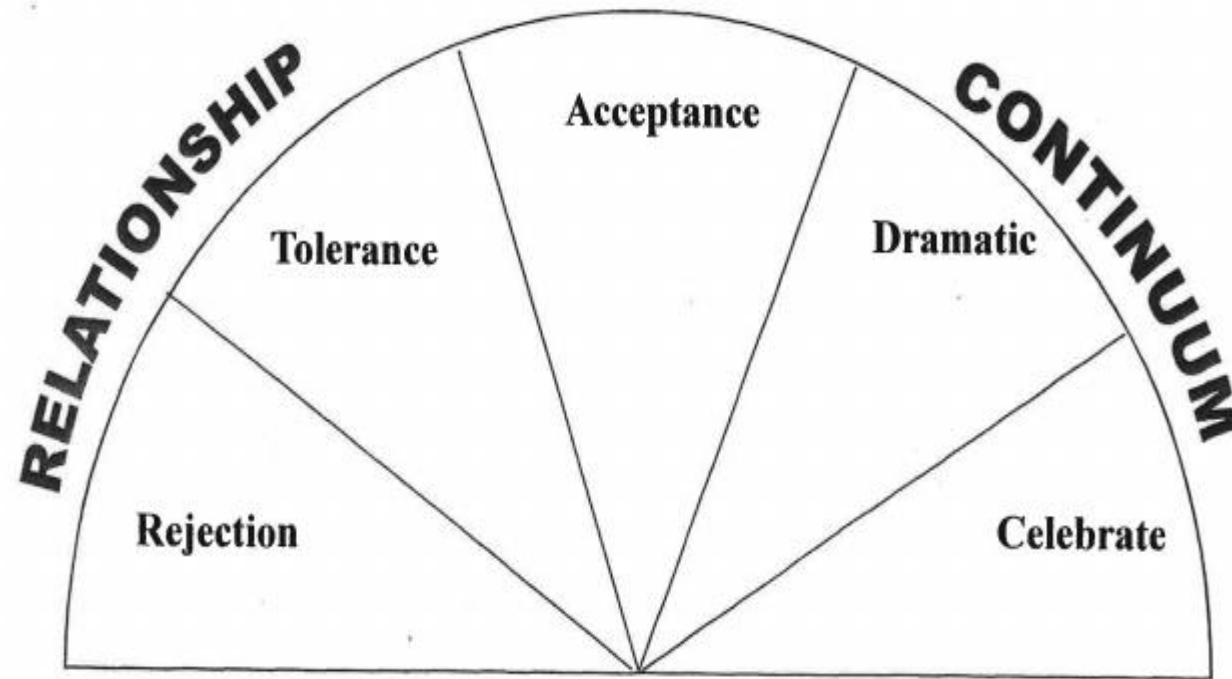
**OPEN
FUTURE
LEARNING
.ORG**



The journey continues through acceptance into the dramatic stage. The dramatic stage represents acting out the “right” thing to do.



The Dramatic stage continues when one person does not quite embrace and celebrate the entire person, but their actions represent someone who celebrates another.



Celebrating Uniqueness

True celebration is a place we visit once in a while, sometimes only for brief moments. In the best relationship we strive for celebration but often find ourselves at a different level of the relationship continuum. We are blessed if we can truly celebrate the unique gifted individuals in our lives.

Gifts and Uniqueness



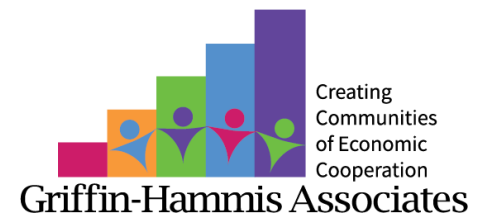
Uncovering Giftedness!

Along the journey in relationships we need to recognize that the process is a difficult one and it is necessary to identify and let go of the roadblocks that stop us along the way.

It is important to focus on uncovering the giftedness in others sharing those gifts and being supported as we journey towards celebrating the individual as a valued person in our community.

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Social Capital and Reciprocity

- Refers to our relationships, our social networks* and how we help one another. Additionally, critical to the concept of Social Capital is the idea of reciprocity – supporting and helping and receiving support and help as needed.
- Friendships, networks, neighborhoods, spiritual communities, educational institutions, clubs, groups, civic associations, etc. Working, volunteering, entertaining, participating, advocating, exercising



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By investing in social relationships we then find value in being able to do for each other. “the positive effects of social capital...people in relationships can reach goals that would have been far beyond the grasp of individuals in isolation” Better Together,
Robert Putnam



Customized Employment - Harnessing Social Capital



There are unlimited ways to make a living ...



Thank
You

Thank you to ESSC for this opportunity to be a part of your Transition Series!

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