

Overview of Employment

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Introduction

- Overview: a range of pre-vocational/ vocational services.
- Development of vocational plans to meet diverse needs of consumers.
- Motivate staff to provide non-traditional venues to achieve vocational outcomes.

Goals

- Define different types of vocational services
- Think outside the box –
non-linear access
no fail approach
- *Integrate pre-vocational/vocational services to fit into existing agency structure.*

Vocational Services

- Includes Work Readiness
- Job Placement
- Supported Employment (SE)
- Transitional Employment (TE)
- Social Enterprise
- Customized Employment / Job Creation
- Entrepreneurship

A Menu of Employment Choices

“Each according to his own”.
Work whenever you want, for as long as you
want/can, at whatever you want

Appetizers (Pre-Vocational)

Stipend jobs
Internships/ Volunteer
Work Incentives

Salad

Build your own, through a combination of choices to “taste”
different varieties of items that
appeal to different tastes and sensitivities.
Work Adjustment and Work Sampling

Transitional Employment (train-place)

Peer Counseling Training Program & Job Bank
Retail Occupational Skills Training

&

Supported Employment (place-train)

Incentivized Work Experience (Goodwill)
Paid Temporary Work

Entrees

Valley Employment Services
Job development and placement
Competitive Work -Part or Full time employment

Just Desserts

Competitive (PT or FT) work with benefits
Entrepreneurship- Own Your Own Business/Service

Stipend Jobs

- Selected by consumers, daily/weekly or monthly basis, necessary jobs to maintain functioning of Clubhouse and other programs
 - attendants, kitchen/cooks, servers, planners, clerical support, newsletter, mailings, and overnight resident managers
- Reimbursement – fixed amount, not hourly wage, does not effect benefits

Transitional Employment

- Internships and work incentives
- Based on “student” model- (possibly not paid)
- Practice period of work – usually associated with a training program (may lead to a job or career)

Retail Occupational Skills Program

- Funded through DOR Establishment Grant
- Classroom Module – 2 weeks
computer skills, inventory, stocking/ pricing,
customer service, and cashiering
- Internship – On the job training
work in 2 retail stores (juice bar and coffee shop)

Peer Counseling Program & Job Bank

- Started in 1999
- Certified training course/meets requirements for LA County DMH Peer Advocate
- 12 week training course includes:
recovery principles, knowledge of diagnoses and medication overview, crisis intervention, active listening skills, mental health advocacy, self-help groups, life coach services.
- 7 week internship in Center programs includes work in mental health advocacy, life coaching, dual recovery groups, etc...

Job Bank

(Time Limited)

- Minimum 4 hour shifts
- Gradual increase to days/part-time
- Paid minimum wage
- Available for competitive employment

Work Experience Program

- Transitional employment
- Funded through Goodwill, DMH & DOL
- Jobs are time limited positions
- Supervised and evaluated
- Consumers interview for positions
- Receive job descriptions
- Goal is to lead to competitive employment

Valley Employment Services

Competitive Employment

- DOR – Case Services Contract, Department of Mental Health Cooperative
- Services 145 clients annually
- Goal is to obtain 50 successful 90 day placements annually
- Provides assessment, work adjustment (internships), employment preparation and job development
- Job Placement, competitive employment

Entrepreneurship

- Department of Labor statistics 2005 reports that most “mom & pop” businesses are now individually owned/operated businesses – or Single Service Enterprises

Why Entrepreneurship ?

- Consumers can determine their own hours
- Work for themselves and pace their work to meet their needs
- Suitable for a variety of client needs:
homebound, difficulty in managing work relationships, need to control their work hours, communicate better via telephone/computer, express artistic creative abilities.

Examples

- Auto detailing,
- Computer services
- Catering
- Tutoring
- Telephone marketing
- Arts & Craft making/selling

- **Encourage individual/collective enterprise, and/or self employment and support and competitive employment**