

Customized Employment

Customized Employment (CE) is an approach to job-seeking that focuses on identifying the unique talents and skills of an individual, their role in the community, and optimal conditions for employment and support, and then focuses on using those strengths to meet the unmet needs of a business in the job-seeker's community.

Customized Employment occurs in several phases:

- **Discovery** – Discovery is an opportunity to spend time one-on-one with the job seeker in their preferred environments to observe and learn more about their unique talents, skills, and strengths. This information, along with insights from those who know the job-seeker best, helps to create a profile of vocational themes and optimal conditions for employment.
- **Job Development** – Based on the vocational themes developed during the Discovery process, the Job Development phase focuses on identifying and meeting with employers in the community. Often engaging with small businesses, the role of the Customized Employment Specialist is to learn more about these businesses and their unmet needs. Evaluations of unmet needs often create opportunities for the Customized Employment Specialist to offer solutions to match the businesses' unmet needs to a job-seekers unique abilities and talents.
- **Job Negotiation** – Once an employer and potential job is identified, the Customized Employment Specialist works with the employer and job seeker to develop a customized job description that identifies job duties and strategies for success, building on relationships and natural supports.



Employer Perspective

Customized Employment traditionally focuses on engaging with small and medium businesses in the job-seeker's community, identifying potential employers and approaching them in a solutions-oriented manner:

- What makes you proud of your business?
- What values are important to your business, and how does that inform your vision for growth?
- What makes your business a successful part of the community, and how do you engage with customers?
- What are the unmet needs and challenges you face?
- What does the future look like for your business, and what do you need to achieve it?

Small business owners take pride in the accomplishment of owning and operating a business in the community. We want to help you be successful by finding individuals who can help you grow and continue to be successful.

There are many tangible benefits to working with people with disabilities; employers who embraced workers with disabilities see up to a 90% increase in employee retention (Department of Labor), additionally, they also may be eligible for the Work Opportunity Tax Credit (WOTC) incentive.

Mission Statement

The mission of The Choice Group is a commitment to excellence in meeting our clients' needs, while foremost respecting their individuality and right to make life choices.