Follow In Our Footsteps:

Employment 1st at KenCrest

Your Trail Guides are…

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# KenCrest Employment and Day Programs

* KenCrest has been providing services since 1905.
* Today we have a variety of programming to meet people’s diverse needs.
* We have an employment program, but we also maintain day programming as well.
* This project allowed us to work through a pilot process to inform how we can work to transition people into paid work.

# Our Project- Our Goals

* Through our grant with Networks for Training and development we wanted to identify 20 people currently served in our day programs and help them transition to paid work in the community.

# Main Action Steps

* Provide information
* Invite candidates and discuss grant opp
* Get buy in
* Increase Social Capital
* Talk to teams and plan
* Reverse Job Fair

# Invitation to Stakeholders

## List of Stakeholders

Individuals

Families

DSPs

Residential Staff

Funders

Educators

Board Members

Community Businesses

Open to the Public

# Then this happened

* Picture of Formal Dinner
* Picture of small groups having a discussion
* Image of World Café Guidelines (Play, draw and doodle; Listen; Link and connect; Slow down; Speak with your mind and heart; contribute your thinking; Focus; Facilitate yourself & Others; Have fun

Dinner and Info… World Café Model

# And this…

* We finally got to 20!
* We had a pizza party celebration honoring participants
* Trailblazers, mentors, leaders
* Why was buy in tough?

# Social Capital

* Lots of ways to build social capital. Develop relationships.
* Relationships are key to employment

# Talking to Teams & Getting Funding

* Person Family Waiver- no room in budget
* ATF and OVR a constant struggle
* Red tape…lengthy process
* Difficult to maintain momentum

# Dreams of Work

* Ralph’s and Naomi- a Halloween Story
* Rodney- so excited about work. He asks everyone if they’re hiring.

# Career Planning

Person centered planning, discovery, work experiences are all vital to helping people figure out their job dreams.

But…Its not always what you think. Westley’s story.

## Peter’s story

 To Whom It May Concern:

I would like to recommend Peter Dowd for employment at Redner's Warehouse Markets. Peter visited our Redner's in March as part of a volunteer opportunity. He stocked paper products and cereal. He was careful to stock items in the exact location they were supposed to go. He showed genuine enthusiasm and a positive attitude in every task. Peter had excellent customer service skills. He showed this by greeting customers, assisting them in the aisles and excusing himself if he was in their way.

With Peter's hard working attitude, he will be an asset to any Redner's that he applies to. Please consider his application for employment at your location.

All the Best,

Tim

# Reverse Job Fair

## What is a Reverse Job Fair?

# Conclusions

* Moving 20 people from 1 program to another at one time gets complicated.
* One person at a time makes sense.
* Utilize opportunities for open conversations with your stakeholders.
* The World Café Model is really fun.
* Funders may not be ready to keep up with you…that’s OK. Just focus on team and keep moving forward.

# Contact Us…Please!

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