

Navigating the Job Search: Tips and Tools

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2018 Moebius Syndrome Foundation Conference



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INCLUSION

Starting Thought

Don't look at employment through the disability lens, but through a skills lens. Ask yourself “do I have the skills to do the job I want”. And “am I able to show an employer that I have the skills and attitude they are looking for.”

Where Are the Jobs?

**Websites have become the preferred method to post jobs
but**

- Company websites directly
- Indeed or Monster
- Many positions never posted – only can access through connections or direct inquiry
- Use your networks and ask around

Disclosing Your Disability

Disclosing your disability to an employer is a personal decision. You are not required to, but consider:

- If you require accommodations due to your disability, then disclosure is necessary
- If your disability is visible, you may wish to be proactive
- Always couple disclosure with your strengths
- Practice what you will say

Job Accommodations

A job accommodation addresses a specific challenge so a person can do necessary job duties.

- Can be modifications to environment or a piece of equipment
- Vast majority are low cost
- Need to be requested
- www.askjan.org (Job Accommodation Network)



See Yourself in the Best Way

Please take a moment and fill out the Positive Personal Profile. Looking for:

- Your dreams and goals
- Skills and talents
- Activities you enjoy and/or participate in
- Areas you need support (on the job)

Identify Your “Features”

Please circle the things you wrote down that you think an employer could use or value in an employee.

- Specific skills you have
- Extra-curricular or volunteering
- Specific interests
- Actual job experience

Communicate Your Strengths and Skills

Use the “What are My Positive Features” form to translate 2 of your positive features into benefits for an employer.

Examples:

Feature = On the soccer team

Benefit to Employer = Know how to work as part of a team

Feature = Avid gamer

Benefit to Employer = Easily understand and use common technologies

“Why Should I Hire You?”

Use the “features to benefits” page to construct a short answer to the above question.

Tip: Use your features (strengths) to specifically say what skills you bring to the job.

Example: I worked on my family’s farm, so I know how to work hard, and organize my time so things get done.

Education and Training after High School

- Can be 2yr, 4yr, or skills training
- Most careers that provide a living wage will require some type of training after high school
- Builds independence



Other Tips

- Access employment supports if needed (Vocational Rehabilitation or county services)
- Self-employment is always an option
- Research employers before interview (they want to know you know about them)

Additional Resources

PACER's National Parent Center on Transition and Employment

www.pacer.org/transition

Youth Employment Solutions (YES! Center)

www.yestoemployment.org

I'm Determined

www.imdetermined.org

Thank you!!

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www.transcen.org

