



BRITISH COLUMBIA  
Psychosocial Rehabilitation  
*Advanced Practice*

# Job Finding

Success and Challenges

By: Chris Arnold, M.Sc. CESP



# Session Objectives:

1. Identify the importance of engaging employers as our 'other' clients in the employment process.
2. Focus on examples of turning strengths into opportunities within a business.
3. Articulate issues around possible workplace accommodations for the person you are supporting in a new job.
4. Assess the possibilities of using tools such as job proposals to help achieve employment outcomes.

# Peter, Denise Bissonnette, Chris

Nanaimo, BC. June 14, 2014



Chris with his “Guru” on employment: Denise Bissonnette!

# 5 Key Factors for Job Finding Success:



# Key Factors for Success:

## 1. It's who you know (Networking)

- Don't only look for connections when you need something.
- Often good connections need to be nurtured and developed over time.
- Use every possible opportunity to make a new connection.



# Key Factors for Success:

## 2. It's what you know *(Research)*

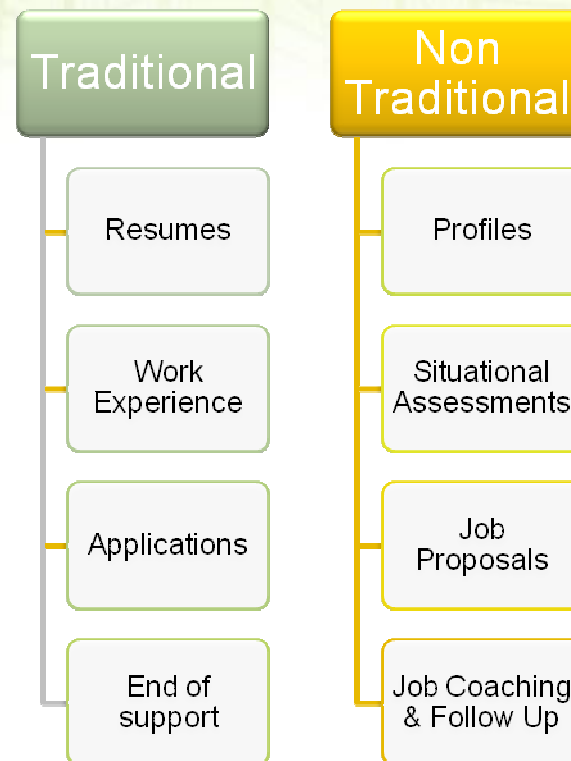
- See employers as your other client
- Do your homework
- It's the 'Discovery' for your employers... research.
- Business people will respect the fact that you took the time to learn about them.



# Key Factors for Success:

## 3. Not waiting in line *(Non Traditional)*

- Don't make your jobseeker compete with everyone else
- Find a way to make your jobseeker stand out
- Highlight how he/she brings more value than cost.



# Jim at the Golf Course

- Had a connection from a job 14 years earlier (Mike)
- Young man with complicated profile
- We needed a strong and supportive ally
- Solitary job, low contact with the public



# Bev at Spee Dee Printers

- Great artist
- Excellent on computers / with numbers
- Purchasing power
- Recognition



# Key Factors for Success:

## 4. Level Playing Field (*Business Approach*)

- Using a business; approach you have something offer.
- Gives you credibility.



# Job Proposals

Proposal Sections:	The details...
1. Introduction	Why are we approaching this business person?
2. Benefits	What could our job seeker do for them that would be a benefit?
3. Proposal	What do we want them to do for our job seeker?
4. The Person	Who is the person we have in mind for this job?
5. The Position	The details of the proposal: start date, probation, rate of pay, future opportunities, etc.

# Arthur at Major Chain Furniture Store

- New Owner, lots of upgrades, 2 delivery trucks
- Grand opening / ribbon cutting
- Any start up issues?... Bottleneck at assembly
- This issue = opportunity
- That opportunity = job
- That job resulted in additional work



# Key Factors for Success:



## 5. Seeing Opportunity Everywhere

- Potential is everywhere
- Every business has needs or problems that you might be able to help them solve.
- Not every opportunity = a job so you need to be open to seeing as many as possible.

# Northwest jobless rate highest in B.C.

NORTHWEST BC has the highest unemployment rate in the province, according to stats released on August 10 by the Ministry of Jobs, Tourism and Innovation, and it is the only region in BC in double digits.

The unemployment rate for the North Coast and Nechako region, which covers just west of Vanderhoof to Haida Gwaii, was 11.9 per cent this July. That number was down slightly from the 12.2 per cent in June but is the third highest rate this year.

When compared to last July's 7.7 per cent unemployment figure, the number is up 4.2 per cent. For the first six months of 2012 the average unemployment rate in the region was 11.9 per cent compared to 8.2 per cent for the first six months of 2011.

In terms of the number of people employed, that figure has fallen from 44,300 last July to 38,400, a loss of 5,900 employed people in the northwest, while 500 jobs were lost from June to July. So far this year the number of people em-

ployed in the region is down 7 per cent from last July. Initially the figure was down 4.2 per cent. "We can't add jobs and how we can address the loss of jobs with what we have and with the activity in Prince Rupert and district," said the minister. "The size of the region makes it difficult to pinpoint where the job loss and high unemployment is occurring. It is a cause for concern particularly given the level of economic activity that is taking place in the region."

The next highest unemployment rate is in the Cariboo, which has an unemployment rate of 8.1 per cent, followed by the Kootenay region at 6.8 per cent. The lowest unemployment rate in the province was in the northeast, with an unemployment rate of 4.3 per cent. The provincial number is at 6.9

per cent, which is down from last July's 7.3 per cent figure.

Statistics Canada compiles its information for the northwest by interviewing people over the age of 15 from the north coast to just west of Vancouver and is not a reflection of those collecting Employment Insurance. Those considering themselves part of the workforce are people with a job or who are looking for work. People withdraw from the workforce for any number of reasons, not all of which are associated with having a job or not.

*Terrace Standard August 15, 2012*

**This discouraging headline appeared regularly in the local press for many years in our region.**

# Dealing with Job Finding Challenges:



# Challenge: Assumptions & Limitations



What sort of job would be best suited for a person with a disability?



What kinds of jobs can 'those people' do?

- What about a blind mechanic?
- What about a lady with down syndrome working in a bank?

Oh no, a person living with mental health issues couldn't do that job...

# Challenge: Not Digging Deep Enough

- It is easy to take the first 'skill' or 'interest' the person tells you about and run with it, without really looking into it deeper to help ensure success.
- We need to really understand the + & the -, the pros & the cons, the loves & the hate. Both sides matter if you want the best possible fit.

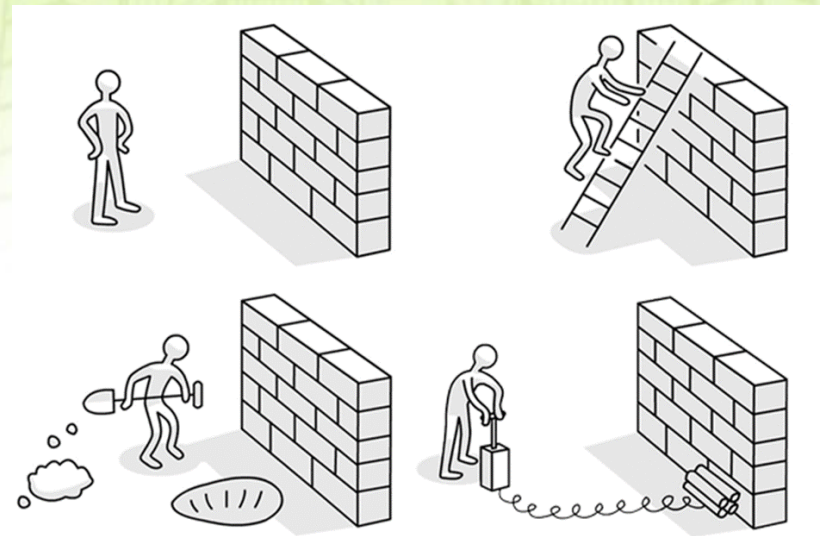
**We're  
CHEVY  
Men!**

Filtering personal  
feelings and opinions  
in the workplace

Sometimes an  
'interest' does not a  
career make.

# Challenge: Systems Limits

- We can't bill for that
- Our job coaches don't work evenings and weekends!
- We are only allowed to support for 4 weeks
- We can't fund transportation
- How can I help them if they won't show up for appointments?
- They haven't returned their paperwork



## **Challenge: Stuck in the “BOX”**

- **Sometimes it's better if you're not an 'expert' in everything!**

**“To a hammer,  
everything looks  
like a nail”**

**“If you always do what you've  
always done, you'll always get  
what you've always gotten”**



**Thank You!**

**Questions or Comments?**

# Some Employment Resources:



Denise Bissonette

Author of the book: "Beyond Traditional Job Development"  
1994 Milt Wright & Associates Inc.

[www.diversityworld.com](http://www.diversityworld.com)



Employment Specialty Series

Online 15 credit specialty certificate program through  
Douglas College

[www.douglascollege.ca/ess](http://www.douglascollege.ca/ess)



"Making It Work" by Chris Arnold

Specialized Employment Professional Development  
Training Workshop

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