ENHANCING EMPLOYMENT OUTCOMES
BUILDING A NEW FRAMEWORK FOR SUCCESS
PRESENTATION TEAM:

MARGIE HADSELL, DIVISION DIRECTOR

JULIE ECKHARDT, CONSULTANT

BILL COLOMBO, CONSULTANT

DON DEES, SITE MANAGER
Introduction and Project History
STEP 2

FIRST, WHAT ARE YOUR QUESTIONS?

NOTE TO SELF
REMEMBER WHO’S THE AUDIENCE?

EEO - PROJECT
MICHIGAN REHAB. SERVICES

MH
WHY THIS DIRECTION?
STEP 4

PIT CREW

HOW?
STAGES OF CHANGE

STEP 6

BUILDING MOTIVATION

PRE-CONTEMPLATIVE

CONTEMPLATIVE

PREPARATION

ACTION

MAINTENANCE

RELAPSE

EASIER

EEO - PROJECT

MICHIGAN REHAB. SERVICES

JE
## Decisional Balance

**PIM & CAF**

**Remove Obstacles**

<table>
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<tr>
<th><strong>Not Change</strong></th>
<th><strong>Change</strong></th>
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<tbody>
<tr>
<td><strong>Benefits</strong></td>
<td><strong>Obstacles</strong></td>
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<tr>
<td><strong>Cost</strong></td>
<td><strong>Benefit</strong></td>
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**Step 6**

**Explore Concerns**

**JE**

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**EEO - Project**

**Michigan Rehab. Services**

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STEP 6 MOTIVATIONAL ENHANCEMENT TECHNIQUES
STEP 6

LOOK

IMAGINE

SEE

EEO - PROJECT
MICHIGAN REHAB. SERVICES
**Step 6**

**Solution Provider**

**EEO - Project**

**Michigan Rehab. Services**
STEP 6

FAMILY CIRCUS MODEL

EEO - PROJECT

MICHIGAN REHAB. SERVICES
STEP 6

THE LINE

THE EMPLOYER

EEO - PROJECT

MICHIGAN REHAB. SERVICES
STEP 6

MOTIVATED – WILLING TO GO TO WORK AND DO THE REQUIRED TASKS

RELIABLE – SHOW UP EVERY DAY

DEPENDABLE – STAY ON TASK

EEO - PROJECT
MICHIGAN REHAB. SERVICES
**STEP 6**

MRD, PLUS = ABOVE ENTRY LEVEL

MRD = ENTRY LEVEL

EMPLOYABILITY
BASELINE OR MIN
REQUIREMENT

EMPLOYMENT
CHANCES DIMINISH
SIGNIFICANTLY

EEO - PROJECT
MICHIGAN REHAB. SERVICES

BC
STEP 6

CAP

PROSPECTING

NEED ANALYSIS

SELLING

FOLLOW-UP

SALES PROCESS
**STEP 6**

<table>
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<tr>
<th>Placement Types</th>
<th>Ability</th>
<th>Motivation</th>
<th>Access</th>
<th>Creditability</th>
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<tr>
<td><strong>SELF-PLACEMENT</strong></td>
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<tr>
<td><strong>MOTIVATION</strong></td>
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</table>

**Placement Types**

- **EEO - PROJECT**
  - **Michigan Rehab. Services**
STEP 7

URBAN

RURAL

EEO - PROJECT

DD/BC/JP/MH

MICHIGAN REHAB. SERVICES

Michigan Rehabilitation Services
STEP 8  HADSELL KITCHEN REMODELING

MH
Counselors consistently confirm customer’s Stage of Change to be Preparation BEFORE writing the IPE.

Counselors consistently determine MRD status prior to referral to job development.

Counselors are comfortable Exploring Concerns to tip the balance.

Counselors consistently assess customers for most appropriate Job Development Option.*

Counselors guide job development strategies using the Job Development Options.*

*Job Development Options
Self Placement: no visible barriers
JD Level 1: visible barrier with ability & motivation
JD Level 2: visible barrier, limited ability, and motivated
Motivation Development: weak motivation to work

Staff know the 4-step process for job development.**

Counselors regularly communicate with job developers to ensure consistent employer engagement is occurring.

**4 Step Process for Job Development
1. Prospecting
2. Needs analysis
3. Selling
4. Follow-up

Employer follow-up continues after placement for future opportunities.
STEP 6

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