

TIPS, TRICKS AND IF'S – JOB DEVELOPMENT



Shandi Janz – IPS Supervisor at VPI





OVERVIEW

- Why in person matters
- DOCUMENT! DOCUMENT! DOCUMENT!
- Job Development can be fun?!
- Tools to continue building rapport
- Company Impact

JOB DEVELOPING IN PERSON

JOB STARTS JAN 2022 – APRIL 2024

Total: 154 jobs

Job Dev: 86 jobs

56% of jobs were
job developed for

DAYS WORKED

Total: 19,908 days

Individuals
worked
14,191 total
days vs. 5,717
days worked by
those who held
jobs that were
not job
developed for.

RETENTION

Individuals held
jobs 2.47% longer
when jobs were
job developed for

CUPS OF TEA

1st cup
retention: 10

2nd and 3rd cup
retention: 76

WHY?

- Better job match
- Employer rapport
- Understand expectations
- Feedback

19,908 Total Days

INCREASE YOUR CLIENTS OPPORTUNITIES



SCHEDULE!



FOLLOW UP



YOU CAN STILL GO
WITHOUT
DISCLOSURE



ASK FOR FEEDBACK



USE YOUR OARS

DOCUMENTATION

when you kinda wanna do it but not
really



BENEFITS & BARRIERS

Benefits

Successful placements and
client retention

Fidelity

Overall increase in
program outcomes and success

Decrease in stress

Barriers

Time management

Organization

Commitment to schedule or lack of
planning

Confidence

Training

Tips and Tricks

- COMPANY IMPLEMENTATION
- MAKE IT FUN
- NATURAL OPPORTUNITIES
- THEY SAID NO... WHAT'S NEXT

