



EMPLOYMENT OUTCOMES
MANAGEMENT
PROFESSIONAL II

THE CHALLENGE

Community employment service organizations are measured and funded based on the achievement of employment outcomes yet many do not have a culture of job development; a culture that includes building relationships with employers to secure jobs for clients that can't find jobs on their own.

Building this culture is critical to achieving employment outcomes yet this is a new, unknown, concept for many managers; managers often don't know what it takes, and where to start.

A common solution is to train front-line staff in job development techniques however many times these skills are not implemented back on the job because:

- The organizational environment does not support job placement efforts and/or;
- Staff are not required to or motivated to implement the skills and/or;
- Staff don't know what to do when their job placement efforts fail and they give up.

THE SOLUTION

Although teaching staff job development skills is very important, it is not enough. Managers must create an environment for staff to successfully implement these skills and to stay motivated.

Managers play a critical leadership role and they need a practical, productive and effective system they can learn quickly and implement immediately.

Managers play a critical leadership role and they need a practical, productive and effective system they can learn quickly and implement immediately to meet present and future goals and targets.

The Employment Outcomes Management Professional II (EOMPII©) system will support them to do this.

The Employment Outcomes Management Professional II (EOMPII©) is a selling and job development system built specifically for managers of organizations that assist unemployed individuals to secure and retain employment. It focuses on the recognition that without effective employer engagement the organization will not be successful.

Employment Outcomes Management Professional II is a selling and job development system built specifically for managers of organizations that assist unemployed individuals to secure and retain employment.



WHO SHOULD ATTEND

EOMPII© has been designed for new and veteran employment service managers and teaches them to perform the **two critical roles** required to lead a successful job development team:

1. To build the organizational environment to achieve employment outcomes;
2. To support team members to work effectively with employers to achieve outcomes through the development of their skills and motivation.

EOMPII© includes the theory of employment programming and selling married to the practical skills needed to achieve success. It teaches managers how to plan for, measure and adapt job developers and job development efforts.

Managers learn how to be both proactive and reactive in selling to employers and in planning initiatives for immediate action and future growth.

THE TRAINING

After the two-day interactive EOMPII© training, it is expected managers will be able to:

- Develop an effective process for assessing the team's job development progress and for improving that progress;
- Use the techniques to create an effective job development team;
- Create or revise an organizational strategy that will help Job Developers and support personnel to meet employment outcome goals;
- Design job development plans and be able to support the team to execute those plans;
- Anticipate changes that could affect employment outcomes and initiate actions to manage these changes;
- Assist in building Job Developer motivation to carry out the actions necessary to achieve employment outcomes.

The benefits that managers and organizations can derive or accrue from the EOMPII workshop include:

- Increased rates of successful employment outcomes (securing and retaining employment);
- Increased levels of customer satisfaction: clients, employers, funders etc.;
- Increased efficiency and effectiveness utilizing limited agency resources;
- Less stress on job development managers due to increased skill and confidence;
- Higher levels of staff skill, motivation and morale as a result of increased success;
- Ultimately, employers who call the organization first when they need help filling jobs.

OUR CLIENTS

This program is one component of the DTG-EMP Enhancing Employment Outcomes System. DTG-EMP has been building job development selling systems since 1990. Current and past customers who have used all or parts of the Enhancing Employment Outcomes System include:

- March of Dimes Canada
- Jewish Vocational Services
- Ontario Disability Support Program
- Ontario Works
- Community Living organizations in Ontario
- Canadian Pension Plan
- States of Oregon, Florida, Michigan, Georgia and Colorado

The Enhancing Employment Outcomes System including EOMPII© is a practical solution with proven results.



FIND OUT MORE

Please contact us to determine if this is the right solution for your organization.



Kenfield Consulting, Inc.

Kris Kennedy, *Director*

Tel: 1-520-638-6218

4560 North Cheyenne Trail
Tucson, Arizona, USA 85750
kris@kenfieldconsulting.com
www.dtg-emp.com

Allen Anderson, *President*

Tel: (416) 922-3791

130 Carlton Street, Suite 1510
Toronto, Ontario, Canada M5A 4K3
allen@dtg-emp.com
www.dtg-emp.com

