

Hire Up Session 5

Green Mountain Self-Advocates has planned this series of Hire Up meetings to provide peer support to individuals who are unemployed or underemployed. The purpose of the group is to practice self-advocacy skills, explore individual dreams for employment, share experiences, explore the barriers to employment, get to know each other, and provide support to one another.

Set up: This meeting set up is for 12 people or less. It works best if you sit at tables. Arrange tables to allow for an open space for group activities. Snacks need to be provided.

Time: Two hours

Materials: Sign in sheets, markers, flip chart, notebooks, evaluations, agenda, Ground Rules, Barrier Chart, page for “Jobs/Fun/Barriers”, watch, Solution Circle Description Chart, page for Brainstorm, First Step & Coach, Processing Words, blank index cards, pens, Story, Follow Through Assignment (“Individual Hire Up Vision”)

Teaches participants:

To look at what they like and dislike about a job experience to assist with what kind of a job they are looking for.

Note to Trainers: Before the meeting, the Trainers need to practice this workshop and decide who will be teaching each section. Write the name of the trainer on the blank line before each part in the script. The instructions on what to do are in black and suggestions of what to say are in red. Text in will be in blue when it’s telling you what should be brought up during discussions. We strongly recommend that you use your own words and try not to read from the script. It is better to speak from your heart. Reading from a script can sometimes sound boring.

Getting Started

As people arrive welcome them back. Each participant should have his/her folder or borrow one and find a seat.

Check-In, Group Agreements, and Purpose

15 minutes

_____ Introduces herself/himself again and starts check-in.



_____ Hi, remember me? I'm _____.
Today, we will start check in with the question:
“What did you do about finding a job this week?”



_____ I'd like to remind you about our Group Agreements. Does anyone have any questions about them?



_____ I'd like to remind everyone of the Purpose of the Group.

Refer to purpose chart.

Who will volunteer to read it?



Select a person or people to read the chart:

The Purpose of Hire Up is that it gives you an opportunity to:

- Explore your goals and plans for employment
- Share negative and positive employment experience
- Get to know each other and provide support to one another
- Look at the barriers to employment



_____ Question... Do you want to work? Give a thumbs up for “yes”, or a thumbs down for “no”.

Look around and acknowledge answers.

So, what is getting in the way?



Have another Facilitator (_____) write reasons on the “Barriers Chart”. Discuss things that come up that you think are appropriate for the group.

ACTIVITY: “Likes and Dislikes”

35 minutes

Goal: Identifying what you liked and disliked about a job in the past.
Identifying what you want in a future job.

Materials: flip chart and markers, “Likes/Dislikes” poster

Description: This is an exercise where you examine what you have liked and disliked in previous jobs as a way to determine what you may be looking for in future jobs.



_____ This is an activity where you will be looking at your previous jobs. We will write down the job. Then, we will write down what you liked about the job, and what you disliked about the job. We will use a “Bagger” job as an example, because many of you have had experience with this activity on the job, or while you’ve been doing your own shopping.

Ask for someone to help write on the chart.



_____ (name of volunteer) **will write down the job. Now, what do you like about the job?**

Look around and call on people to answer.

Trainer Tip: You will be looking for answers in the following areas:

- Working conditions--inside/ outside, same/ variety, alone/with others, dealing with public/ not service, standing/sitting/moving, dress
- Specific job tasks—working with people, things, ideas, data/information, interesting/ learning new things
- \$\$\$, benefits, vacation, social
- Is it a job you value? Does it fit with the rest of your life?

Have each participant complete the exercise. Do it as group or hand out pages for individuals to complete.



_____ **Look at each item in the “Likes” column. For each item ask yourself “Given that I liked this item in the past, is it something I am looking for in a future job?” Highlight it if it is.**



_____ **Look at each item in the “Dislike” column. For each item ask yourself “If I disliked this in the past, what does it tell me about what I want in a future job?” Write down your conclusions.**

Break 10 Minutes

Activity: Yarn Toss Web

Materials: Ball of yarn

Goal: To raise self esteem

Directions:



_____ Everyone stand in a circle. I have a ball of yarn. I will call someone's name, throw the ball to them holding on to one end. They will say something that they like about themselves, call another person's name and hold the yarn end and throw the ball to them. They will say something they like about themselves and pass the ball on.

When everyone has taken a turn, you should have quite the web!



_____ Now, the person with the ball says something they like about another person and throw the ball to them.

Continue until everyone has had a turn. Then, return to the table and sit down.


ACTIVITY: Story Time

30 minutes

Goal: To share a story of an advocate who is employed
To discuss the advantages of working

Materials: a copy of the “Story of the Week” for everyone

Directions:

 _____ We are going to read this story about _____ . Who would like to read the story loud and clear?

Encourage the person you choose to read the story loudly, slowly, and clearly.

Then, lead a discussion using the focus questions on the story.

Evaluation

5 minutes



_____ Time to go already! We have one last thing for you to do. Your ticket out is the evaluation form.

We'll go through this process with you.

I had a chance to speak freely.

Circle: yes not sure no

I learned something about myself today.

Circle: yes not sure no

I got to know another person better today.

Circle: yes not sure no

Lots of ideas were shared.

Circle: yes not sure no

I know what I need to do during the week.

Circle: yes not sure no



_____ : Remember, we'll be around for about another hour and you are welcome to stay for a while.