|  |  |
| --- | --- |
| Trend | Discussion Questions |
| **Retention & Staffing**Record individuals quitting while surge in demand as economy opens. | * When customizing a job how do we use this information to our advantages?
* How does it give you leverage in negotiation?
* What concerns should you have?
* How does it change your research?
* What are potential downsides with employers losing large #’s of employees to look for?
 |
| **Automation & Vulnerable Jobs** Employers learned during pandemic to operate with fewer employers using automation and other process improvements | * How do we use the Benefit Needs Analysis to bundle tasks that allow for career growth and are difficult to automate?
* What do we need to learn about a given industry?
* Other thoughts
 |
| **Telework/Hybrid** “Is here to stay” | * Have you found it has increased employment options?
* Decreased options?
* Do your jobseekers have the technology and skills to telework?
* Does your public rehabilitation agency support your jobseekers in telework?
* Who has negotiated a hybrid telework position for your jobseeker?
* Have you used for job site support? How? If not, how could you use it?
 |
| **Inclusion** Companies that have diversity and inclusion programs have higher profits than similar companies that do notFederal & local government are largest employers & require diversityLaws that help; Americans with Disabilities Act, Title Two, Rehabilitation Act, 503-Affirmative Action, Workforce Innovation and Opportunity Act | * How does inclusion factor into job development?
* How will you position yourself as a resource in expanding inclusion?
* Have you spoken to state and/or local government about inclusion and people with disabilities? Response?
* How can you utilize diversity and inclusion with customized/supported employment?
* How can you connect the national trend of inclusion with your individual job seeker?
 |