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| 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 not  Federal & local government are largest employers & require diversity  Laws 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? |