

## Discovery Profiles

INTERESTS

CONTRIBUTIONS

CONDITIONS FOR SUCCESS

In the 1970's, Marc Gold developed the "try another way" approach. Today we know it as Discovery & Customized Employment, this method has led many people with various abilities to successful meaningful employment.

Unlike traditional comparison-based assessments, Discovery is based on getting to know the job seeker. This takes place over several visits; while we build a relationship with the job seeker. During this time, we will observe them in various volunteer or social activities, this helps us to tell the job seeker's story to an employer. Once we determine the job seeker's interests, contributions, and unique conditions for success, we act as an agent for them to find a job. These are the keys to successful long-term employment.

We create a multi-page profile telling the job seeker's story. This is used during a Customized Employment meeting at the end of the process. At this meeting, we act as an agent for the job seeker as they lead the meeting of invited guests, whom they feel can help them reach their employment goals. During this meeting, the profile and a list of local employers in their interest areas are reviewed. We discuss and compare our network of local contacts in order to align with the job seeker's contributions accordingly. Then, we create a job development blueprint that is used to introduce the job seeker to the various employers.

We create a visual or video resume to present the job seeker to an employer. This showcases the job seeker's contributions more accurately than a traditional paper resume. In addition, we create a one-page profile that expresses what's important to them and how to best support them. This gives the job seeker an additional tool to advocate for themselves socially and professionally.

This Discovery process allows the job seeker to explore the "why" for employment. When we discover their reason why, find people's interests, and learn their conditions for success -- the result is an employment match.

## Our Story

### Why it all began...

The Empowering Lives Foundation was started in the fall of 2015 by parents, John & Juanita Seely. They watched their son thrive in an inclusive school system, filled with friends and opportunities. Transitioning into adulthood it was evident that there are limited employment opportunities. This created a passion for them to empower people through employment, and to reconnect people to their communities through building social capital.

John has 32 years of business experience managing multi-unit operations and creating entrepreneurial ventures. John focused on hiring the right person for the right job and then training them for success. Juanita spent the early part of her career in accounting and then switched into the social services field. She is now an independent provider approved through the PA Office of Developmental Programs. Juanita provides in home and community rehabilitation services based on person centered practices. Together John and Juanita formed the Empowering Lives Foundation to empower people through employment. Our vision is a community where everyone has meaningful employment and opportunities for social engagement.

All our staff attend Marc Gold's trainings on Discovery, Job Development, & Systematic Instructions. We also train our staff on person centered practices and Simon Sinek's the golden circle.

We are an approved provider of Discovery, Customized Employment, and Employment services through the PA Office of Developmental Programs, and the Pa Office of Vocational Rehab. The Empowering Lives Foundation is a not for profit 501C3 and is eligible for PA Educational tax credits. We operate cash revenue generating businesses to be self-sustaining, and to provide training and employment options for job seekers with complex lives.



## Customized Self Employment So, you want your own business?



We believe everyone should be able to own and operate their own business if that's what they desire. The Empowering Lives Foundation can help develop a business model canvas, an innovative outline for a business plan. We have access to funding and grants to help with start-up cost.

The Empowering Lives Foundation has partnerships with various vendors, whom you can franchise or license a business through to operate in your town. We help with site selection, start-up, marketing, and other business-related services. The options are truly endless with your hard work and investment.

## Social Experiences Once you have a job, now what to do with the rest of your time....

We have a variety of social programs to fit all interests, budgets, and times, We are building groups in the following areas:

- Arts, Drama & Book groups
- Sports, Fitness & Walking groups
- Computers & Cooking
- Urban Gardening & Spirituality

Just to name a few...

## The Challenge

## For More Info

## Empowerment Through Employment

There are 200,000 unfilled jobs in Pennsylvania each day

1.6 Million working age job seekers, with a complex life live in PA

In 2016, PA OVR had 20,000 new applications from job seekers looking for meaningful employment

For each person we employ, even part time, the commonwealth saves thousands of dollars in benefits

Employers need reliable, motivated, and conscientious employees to fill vacant positions

The average cost to find & train a new employee is about \$10,000

Employers must now comply with new regulations such as:  
Workplace Innovation Opportunity Act 2014

PA Employment First Executive Order 2016

## Empowering Lives

FOUNDATION

*People → Purpose → Employment*

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## Empowering Lives

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*People → Purpose → Employment*

**Mission Statement:**

Empowering people to live connected lives by helping them Discover their purpose & talents through social experiences & customized meaningful employment.

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