

>> SPEAKER: Good good afternoon my name is Stacy Kyle I'm with a private non-profit called ahead we provide employment and training services to a variety of people with disabilities I was asked to participate in this conference today because I also head up one of our business led initiatives called the Pennsylvania business leadership network.

That is where we get businesses talking to other businesses, about not just why it's a good idea to hire people but how in the world do you make it work?

And really trying to create that business friendly environment, where -- folks can learn and folks can be exposed to folks and really learn how to make all these things fall into place and, understand what

it does bring to the work place. Not just a great employee, but it's certainly all of the bottom line business reasons. The customers that it can attract.

The customer loyalty, that it can give you, so -- you know really have a lot of companies involved with us and I'm happy to say that, here today, we have Giant, they have been a very good partner of AHEDD and a number of other organizations out in the community, they have been a supporter for the Pennsylvania Leadership network. I have a couple housekeeping thing to remind you about. When it's time to ask questions, raise your hand I'll get you -- the microphone because we are audio recording this session we don't want to miss anything we need you to talk into the microphone, we're going to keep this pretty informal. There's a little less folks in the

room than we had expected.

Now, just to give us a sense, can you give me an idea of how many of you are job seekers yourself right now?

Okay.

One.

Two.

Okay. 3.

All right.

How many of you are parents?

That was about 5, how many of you are support service folks?

Okay. That's about another four people in the room. That gives you an idea, we'll try to Taylor what we were trying to do. Today I think what we wanted to is kind of focus on the getting hired piece and how folks should be representing themselves, to attract themselves to businesses.

So what I'm going to do is I'm going to first start I'm going to let our two guests up front introduce

themselves and just let the session unfold and, at the very end we'll stop about 10 minute early you can fill out your review form that I'm told is in your folder for this session, I'm -- I need to remind you that you need to complete that.

We would really appreciate your feedback.

So Jay, I'm going to let you go ahead and introduce yourself, where you work and, give us a little history of your success at giant.

>> SPEAKER: My name is Jay and I'm, I work for giant food stores, at the moment, I'm in between stores today is my last day in willow grove I'll be in the south Hampton store starting on Monday.

I've been with the company about 15 years.

I had a lot of success when I was in the Bensalem story dealt with Patty from AHEDD so we have a lot of

success stories.

That you know, we could bring to you -- and, explain what giant or food store, what we're looking for and an associate, how would you go about getting the job there. What they're looking for in an interview.

Some of the questions that may be asked, so -- you know, that person is prepared to go in and, and sell themselves for that job.

>> SPEAKER: Thanks Jay I want to point out, giant is one example of a business that is involved with our Pennsylvania business leadership network. A lot of times folks in the community, service providers how in the world can we use the business leadership network to help us with what we're doing. Sometimes when they're working with individuals, and trying to find them a job, with a particularly, maybe the employer isn't comfortable, or you're sensing

they just don't understand what the needs of that individual are.

Often times, you can contact the VLN, we call it for short, instead of the business leadership network you can contact the BLN and say Stacy, do you have another one in this geographic call area or whatever other criteria -- do you think you could get another employer contact that company person and have a discussion about what they have gotten out of their experiences and their successes.

And -- what they, you know, maybe have a little behind the closed door business to business talk, to help people get over their hurdles again I believe most employers and most people in general want to do the right thing. I think that a lot of times, it's just, they're not comfortable, they have maybe never been exposed to folks with particular

disabilities before. We really do try to approach this from a business to business and a business friendly standpoint so if there's any way we can help any of you, chat with another company in the area, that maybe you wanted to go work for or, you know you're feeling some resistance at a place where you're already working maybe that employer you don't think is not understanding the accommodation request, that you're asking for, you know E maybe this is something that we can kind of give you a little bit of guidance on and maybe connect you to another local company, that might be able to kind of be a mentor to that company. Hey it's worth a shot. Believe it or not sometimes it works. So Ni no, I'm going to let you talk about your role at giant, how long you've been there. And -- tell us a little bit about your journey to getting

employment.

>> SPEAKER: I went blind in 1988.

And -- the first thing I did was go out, and get a job as a realtor.

I was the second blind realtor in the country, the first one in Pennsylvania.

So -- it can be done.

One of the questions I was asked at that time was, how does a blind person sell real estate? My response was very carefully.

[Laughter.]

From that I -- it developed a motivational talk that I give to colleges, universities industry, businesses, social workers -- I've been doing this since 1991.

About 6 and a half years ago, I was called by a lady by the name of Tony Mcwigginn she worked for the blind visual services in the State of

Pennsylvania. She said I need a favor of you.

What's that?

She said I want you to go and apply for a job at giant, supermarkets in Bensalem. I said it's right down the street, a mile away from my home.

I went in and, I spoke with Jay, Jay was the -- is the customer operations manager or was at our store at that time.

And -- after a short interview not a long one, Jay hired me.

And I was the first blind person to work for giant supermarkets.

My function initially was just bagging groceries.

How does it totally blind person, bag groceries?

Very carefully.

So -- Jay took a chance by hiring me. The company now has I

think 22 -- 22 blind people working in their stores throughout the State of Pennsylvania.

And Virginia.

I now do motivational talks for giant and also on my own and I still bag at giant. But I've been there 6 and a half years. So it can be done.

I think the whole answer here is, what can you do? I was asked a question at one of my sessions the question was, as a blind person what can't you do?

Well, in my view, there's only one thing that I may not be able to do and even that I would -- you know, question and that's drive a car.

But I question that. In an emergency --

>> SPEAKER: I'm willing to give him a shot.

>> SPEAKER: I would probably do it. I think the point I'm trying

to make is, if you want to get out there, you can.

There's always a way.

>> SPEAKER: Now what -- what recommendations would you -- either one of you have for the parents in the room as they're looking at encouraging their young ones to go out and pursue employment. Are there any things that you would recommend to them and think along the lines of, you know, have you had parents coming in along for interviews.

>> SPEAKER: We've had both. First when Nino came to us, the company called me and said that, we would like you to interview a blind person for a job.

Well, first of all my best friend is blind.

So I did have some experience with that disability.

And I said to them I said,

okay. So since you've called me, and said, that we're going to do this interview, does this person have the job already?

What kind of interview am I doing. Do they have the job?

What they said, do the interview just as if you would do interview for anyone else. So that's what I did. They said that, after the interview, if you feel that Ni no could do the job, then you hire him like you would anyone else.

And if you felt like that he could not, then you don't.

But you treat them like anybody else.

So sometimes the parents do come with them for moral support.

And sometimes they don't.

I've had interviewed with Patty comes, --

>> AUDIENCE MEMBER: I'm a job coach.

>> SPEAKER: She is a job coach.

So it's all kinds.

But what you have to realize is don't hold back.

Go for it.

What do you have to lose?

Now I'm not saying you're going to go to every interview and it's going to go great.

I'm not saying that.

I'm saying and go out and do the best job you can do, in wowing them.

Sell yourself to them.

Let them know what your strengths are.

What can you do?

>> SPEAKER: So maybe some of the advice you're giving to parents is to also help your young ones figure out what are your strengths and how are you going to go in and even initially introduce yourself, to

the employer. Are you going to start off with negatives by saying, hi, I have a learning disability and I can't do this? I can't do that?

That's not really selling yourself.

So -- I think the more practice you can get at home, before you send people out, I mean we all need practice to doing that I think we have a question here.

>> SPEAKER: Can I --

>> SPEAKER: Hold on.

>> AUDIENCE MEMBER: Earlier you talked about getting the interview questions, is that a possibility from eyepoint and provider to go into my local giant my 15 year old has a job, he has a disability, is it possible to get some of those questions prior to my child or my client --

>> SPEAKER: I brought those questions with me, I have a packet

they can make coins or you can have this, it doesn't -- you know.

I have plenty back at the store.

And it just goods over some very basic questions that they're going to be asked.

And be prepared for.

They could ask what are your strengths, they could say, and one of the questions in here is -- we can talk about your strong points, but -- what do you need to work on?

There's going to be all kinds of questions out there as you do an interview, they're going to vary as you go from place to place.

But you know, the number one thing about it, is don't give up.

Don't give up.

This guy -- I've learned a saying that he brought up I think in one of the first talks we did together was called the poor me

syndrome.

All right.

If that's the attitude you have, the poor me syndrome then you'll sit at home on the couch watch TV and accomplish nothing.

But if you say to yourself, I'm not that person.

I'm going to go out and I'm going to get a job I'm going to make something of myself.

Get up and go out and do it.

Be productive.

Go out and do what you want to do and don't let anything hold you back.

Nothing. Ever.

>> SPEAKER: Ni no you wanted to add something as well.

>> SPEAKER: Yeah I want to talk to the parents.

Aim a parent I have six children.

18 grandchildren.

So I think I know where I'm coming from.

Parents have a tendency to protect their children.

Sometimes rightfully so and sometimes, to the point of becoming enablers.

And -- I'm not -- I'm not throwing stones but believe me I'm not throwing stones.

However, I was involved in one of my real estate transactions where the mother had a daughter that was blind.

And she could not -- she would not send her child to a rehab because she felt that the child could not do it.

My response to this woman was, and, this is why some people like me and some people don't --

[Laughter.]

My response to the woman was -- tell me, what is going to happen to

your daughter when you die?

Is she going to be able to take care of herself?

As it turned out this lady didn't slap me or kick me out of the house. She listened. This child went to school and is now in college.

So -- the point that I'm making is don't say no you can't do it to your child.

Say, yes, try.

Thank you.

>> SPEAKER: I think in working with organizations like AHEDD or other service providers out there trying to make that connection with those organizations early on while they're still in school, is -- is crucial.

I think any kind of work experience and any kind of career exploration that those organizations can help your child make is really going to impact how successful

they're going to be when they're ready to transition. Maybe if you waited longer than you wanted to, you go with what you have, and try to get them connected with whatever support they can get because, those organizations will have in sight to what certain companies ask in interviews or any kinds of testing or things that they do.

They will be aware of that.

They will -- might be able to do what we call community based work assessments. So if you're not quite sure, what you want to do with yourself you're not quite sure what you're capable of doing, we might be able to get those kinds of opportunities set up for you, where you can go to serve job sites, try out certain tasks to see, is this an area that should be pursued at this point for someone. That's what I think of, when Ninos says don't tell

them no. They really want to do something, let them try -- try it out. Let them explore it, maybe if they want to be a doctor, maybe -- maybe that might not work out for them. Maybe it will.

You know, but if they -- you start saying what are the things you need to do as a first step to become a doctor well let's take a look at the classes you're taking in high school.

You know if you're not doing well at certain things you know is there something you can do to turn that around in your school work?

If that's not an option is there anything else that is medically related that may not be necessarily make you a doctor if you realize that WOW I can't even pass physics in high school or I can't even pass biology in high school, I might have some difficulties in becoming a doctor but

maybe I could go to a medical assistant training program and start by becoming a medical assistant.

And then maybe after I do that for awhile maybe I could work my way up to the next level.

Trying to find your niche but rather than just saying no to people I think organizations really can provide that extra support and extra exploration whereas maybe as a family your time is short you don't know where to go and who would be able to give that guidance, that's really something that I think should be started before the students leave school we have another question here.

>> AUDIENCE MEMBER: What age do you recommend you go to places like AHEDD some places don't take them until 17 let's say you have a 15 year old ready to go to work, with disabilities, is that when they go to agencies.

>> SPEAKER: I'll answer that, if that's okay. I think you should contact them, as -- as soon as possible.

Some organizations might not currently have funding at a particular time for a particular age group. But you never know.

I think at least getting them connected soon and, certainly having them evaluated while they're still in high school by the OVR before they graduate, make sure that assessment stuff is done before they get out of school so it's an easy transition you're not sitting there waiting in the 6 months or so, after they get out of school to be deemed eligible for support services.

But I think you know, we've had at AHEDD we've had certain contracts we've been able to work in the school systems, with youth of a certain age.

It just depends on what kind of

funding we have at a particular time. Typically, um -- you know, the system is going to look at the schools.

>> AUDIENCE MEMBER: Right.

>> SPEAKER: To provide that.

Like AHEDD we've had direct contracts with some school directs across the State.

Years back we had like five year grant that was a Federal grant that allowed us to dangle free services out to school directs, it was like 90 days of free services for a student.

Then basically after 90 days, we said well if you like what you saw, whether it was career exploration, community based work assessments what have you, you know, what do you have in your budget to be able to continue this relationship?

And through that, that allowed us to start contracting again we're not where we want to be with our

relationship with school districts, all school districts handle their transition services very differently and probably many of you know better than I do, that -- as a parent you're the strongest voice to getting what you want your children to have. There are some school districts that only funnel students into one choice, for transition.

And -- you know, we as an agency can go at them and say you know you should be giving them choice, not everybody wants to go to that option, some people want community employment, it's going to come from parents going in and saying this is not good enough. They need to have more of a choice.

That might spur some more to start up relationships whether it's with AHEDD we don't care who you connect with, who a school connects with we want students to have a

choice and have a community employment option rather than a workshop option.

>> AUDIENCE MEMBER: With OVR -- I was going to say I'm Patty, by the way from AHEDD I don't like public speaking I'm going to sit down.

I'm a job coach I do assist in the placement activity including helping them find the job. Interviewing skills, once they receive the job.

On site training and follow along and counseling on the job so -- like I said I worked with Jay at giant and we also, assisted Ni no just to get him started on the job. But that's -- that's a little bit about who I am sitting here.

And your question was --

>> SPEAKER: About -- about OVR.

>> SPEAKER: OVR I forget what

I was going to say.

>> SPEAKER: About connecting them with OVR, before they leave school.

>> SPEAKER: Yeah I would get -- there was something else I was going to say. Get registered with OVR or the funding source, as soon as possible.

Is everybody with office of vocational rehabilitation.

>> SPEAKER: 15 is too young.

>> SPEAKER: No I would at least call them and find out when should you be getting your child registered. They will tell you.

So you can get them in the system.

Same with Bucks County MHMR, depending upon the disability they may already be in the system from a young age. You want to get started, because the funding is limited you don't want to wait until they're

graduated because the parents are yelling, what do I do now? My child is sitting at home there's no funding what do I do?

Then they come to us, but we really can't do anything, without the funding source, unless you have a lot of money to pay private services. Private fee with us, I would suggest highly -- getting in touch with your funding source and -- they really won't find until the child is 18 or graduated so they want the school system to do all they can for them in there I would suggest vocational training throughout high school because, when we do get them and work with them as adults, it just makes the whole transition process smoother once they have had some experience in the job field and whatnot.

I was going to say something else important but now -- it skipped me mind.

Okay.

>> SPEAKER: I would also recommend you know, of course we want the youth to work.

If that seems like a hard thing to get to at the particular time that you're starting to think about it, you know, it's going to be a journey to get there you know is there some sort of volunteer experience, they can be involved in right now too.

I think, you know, if you've got something going -- a program going on at the church they can be involved in and participate that is going to look great to have something, to show an employer when they go to get that first job and certainly getting them to, maybe do some more interactive communication skills to learn to be on task with someone, if they don't have that. I encourage you to look at those volunteer opportunities too,

especially when they're younger and are not quite ready yet to get into a job.

Let me do a time check here real quick.

Okay.

All right.

>> AUDIENCE MEMBER: I wanted to know, does giant do sensitivity training? I think it's great -- wonderful that you all hire but there's another really big piece there that we -- which parents why tend to be so protective.

>> SPEAKER: Can I say something.

>> SPEAKER: Ni no is big on this.

>> SPEAKER: Amen.

>> SPEAKER: I wish we had -- a plan.

That we could bring this to every store, and explain the sensitivity training to them but we

don' t.

I wish I could say that every time you go out for a job interview, it's going to be a great experience.

That's not going to happen.

At this point in time, it's the individual and their experiences and their experience -- at giant.

So -- no.

>> SPEAKER: But Jay tell them what you did in your orientation for new staff.

>> SPEAKER: Well what I did because, after Ni no joined us just so you understand it I think he's an amazing man.

I really do.

He is.

He is an amazing man.

We ruined the dog. We did.

This is our first experience with it.

My best friend does not have a dog.

I wish he did. But he  
doesn't.

Doesn't feel comfortable with  
it. But we ruined the first dog.

I ruined the first dog.

I kept scooby snacks in my  
drawer for him.

But I learned.

I learned.

I learned how to handle a guide  
dog.

And what I do now is that,  
every orientation I do, which I will  
try to offer up as much information  
as possible, that includes, how to  
handle a guide dog.

It is really, really important,  
number one, Nino must have the trust  
in that dog, 100%.

The dog we ruined, how did we  
ruin it?

Well, Nino and his wife were  
walking through trader Joes organic  
store, and they were sampling cheese,

Little kid, takes a sample of the cheese, and the dog's name was spirit.

And spirit went for the cheese.

Why did he go for the cheese because I ruined him.

And he annoyed the little guy's finger and of course the mom went bezerck rightfully so.

Spirit was a big dog, really big dog.

So -- it was a lot of learning.

For everybody.

And -- now I include that in my orientation with every associate that we hire.

To make sure they understand what they can and cannot do when it comes to a guide dog.

>> SPEAKER: I will say that, I actually live up in Camp Hill near Harrisburg. So I'm by their corporate office and there are some things that giant does do regarding

diversity which of course includes disability.

And there are a number of companies that I've been involved with who do, whether it be quarterly disability awareness type training for their staff because for instance Highmark, has been our lead company for the business leadership network since we started back in 2000 they do quarterly sessions for their employees at both campuses Camp Hill and Pittsburgh at least before the recession, had 5,000 or so people working at each of these sites. When they started doing them, they started getting 200 people attending each one of them. That's a lot of people to take time out and they kind of do a brown bag lunch people can bring their lunches down and listen, each time it's a different topic what they found not only did it help with work place, worker to worker kinds of

issues that might be going on, they started to realize that people like Tracey worked there and Tracey, might have a child with a disability and that, wow Tracey and really appreciates the fact that Highmark is helping her to learn more about how she can better support someone in her life and get resources and things makes her feel better about working at Highmark and again when you get into the whole work life balance employers are looking at them. When we come at them as a business perspective, these are the kinds of thing we tell them you speak volumes to your employees when you out reach like that. Just the goodwill that's come back from the employees towards their employer for offering that, is phenomenal. That's something that, you know, maybe Jay you and I can work onto -- you get into some logistics issues when you're dealing

with a store. Because -- you know you can't pull everybody out of the store all at one time you know, gosh darn it, they're like 24 hours.

>> SPEAKER: Early 90s, another lady did 7,000 employees at Merck, what we did was, a little at a time. Two days a week.

We would go in and, give them sensitivity and safety talks, we were able to cover 7,000 people, in 18 months, it can be done.

Pardon me. The thing is that, it has to be sold to the employee.

To the employer.

And -- it is hard.

But -- it can be done.

And thank you for bringing that up.

>> SPEAKER: Because we're trying.

>> SPEAKER: We're trying.

>> SPEAKER: We are trying, very much Ni no went out and did a

talk, we have a position in our store called a store employment associate they're in charge of hiring interviewing and orientations, he went out and did a talk for all of them.

A sensitivity training for them.

Now -- it was -- for how many directs just the one.

>> SPEAKER: Just one.

>> SPEAKER: One direct but -- we tried to reach out.

Now, the one direct was 14 stores.

So -- they were 14 stores were there and heard what Nino had to say. And -- you know hopefully they took a lot out of it. But as a company, when you have 200 associates and every single store approximately, it's very hard to get them all together and to do that kind of training.

But -- we're working on it.

>> SPEAKER: I work requested Walmart obviously very similar in the fact they have stores all over the place they're operating in directs. And when they have like direct managers meetings is when I went in and did some things like up in the Schuylkill County area, they kind of met in that region, we did some really cool things and, that particular region is pretty awesome for Walmart especially up in that region. We have a question here in the back.

>> AUDIENCE MEMBER: Giant sounds great and -- I want to thank you everything for you're doing for our children and our people. I also want you to know do you have a list of other agencies or other stores or programs, that can offer or at least doing the same things along the lines that giant is doing?

>> SPEAKER: Usually when people ask me for a list that's a really difficult thing to just hand someone.

What I suggest is, that -- if you're a service provider you want to call and you want to chat with me about not the specifics of the name of someone you're working with, hey I have someone here is what they want to do, maybe we can work together on in that region, who are the constants that we have in that region and -- how might -- what might be our plan together to approach them. Because some of those businesses it might be better for me to contact first because they might be new to the world -- that we're talking about today and some I might be like oh she is not going to care, go ahead and call her, go ahead and call them. Tell them I told you to call.

I just hate to handout a list

because we have some different relationships with employers I don't want people to be disappointed or, and at the same time I don't want our employers to be overwhelmed but we do want to try to make sure we find the ways to make the rubber meet the road I encourage you, if you're also a job seeker, and you if don't mind us circulating your resume, why don't you grab my card before you leave, email me your president may, I will take a look at it, I might even suggest a couple of improvements to it before I forward it out because I don't want to forward out anything that I think is really off mark with how a resume should be formatted if you don't mind me circulating that through the business leadership network, we'll circulate that he to businesses in a particular region. And I'm telling you those who are involved with our business leadership

network I love that.

They eat that up. They tell me, send more.

Again, I know we're in a recession, there's -- they're still hiring they may be hiring at the levels they were before but they still have to replace people that leave.

We might not be posting all those jobs out for a million people to compete for at the same time. So you might have to go after them to make sure you're sharing.

>> AUDIENCE MEMBER: Is this free?

>> SPEAKER: Yeah. It's free.

Just one -- kind of collaborated the business leadership network is free. Yes, it is. It's free to business businesses are our primary focus for BLN we want to make them feel comfortable, do things that are he had educational, we had some

disability mentoring type events where it's practice interviewing where we bring employers into contact with local candidates in the area, that's a great way to get exposure in a non-threatening way, there's no guaranteed employment will happen in those events, we had a series set up in each Career Link in Philadelphia, it wasn't anything we promoted because we had -- we targeted certain agencies to send a certain number of folks because you know logistics wise, Career Link can't handle a million people at the same time. We didn't you know want to flood them anymore than they already are. One of the ones we did, we actually had, an individual there who happened to be deaf and she was very, very good with math.

She was excellent with math, independence blue cross said we want to bring here in for a real interview

and, the jobs an accounting assistant position and I -- even seems like it's beneath her but it's all we have open, math related right now. And that might be a way to get her in the door and into the company and have her prove herself so when the other things start opening up perhaps she can advance.

Now, I don't know what happened with that I don't know if she actually you know got that interview but I'm like wow to me like the cool things that happen from just exposing when an employer realizes who we're talking about. Not everybody is a cookie cutter everybody has different abilities.

Different strengths Jay you can share some of the things you're looking for in an employee at giant. What are the most important things.

>> SPEAKER: Okay. Well, what's the number one thing when you

walk into an office.

First impression.

Okay.

First impression, it means so much when you walk into an employer looking for a job.

So -- to me that means a lot.

So you come dressed for the job.

>> SPEAKER: What does that mean?

>> SPEAKER: That comes means dressed appropriately.

Don't come in T shirts and jeans you're looking for a job trying to make an impression. On the person that's doing the interview because you want that job.

So you have to sell yourself.

Like everybody else, you know how many people out there are are trying to sell themselves.

>> SPEAKER: You're competing with everybody now you need to set

yourself above. You know my biggest thing is I still you know, during the summer, I was out getting ice cream with my mother I saw these two young females going into an ice cream place to interview.

They had flip flops on.

And shorts I thought, okay.

I know you're going to work for an ice cream place, and maybe you're not going to wear an evening gown to go to the interview could you at least look like you really want the job I'm thinking in my head -- look like you want it and look more put together than you just got off the beach bus on the way back and --

>> SPEAKER: Earring in the nose --

>> SPEAKER: The things like that trying to make a plan before the interview of taking them out and -- you know, not everybody accepts those things.

>> SPEAKER: It shows you're taking it seriously.

You have to show that, that is serious.

That you want this job it's great the way you said T it's about getting your foot in the door. Get your foot in the door.

After that, the okay is the limit.

Just get your foot in the door. Make an impression.

>> SPEAKER: Well those -- those who are interested in finding a job -- who will be soon be interested in finding a job, do you want to quickly share with me, some of your strengths? Would anyone like to share a strength that you would share with an employer?

>> AUDIENCE MEMBER: I'm sorry, I'm not over here with the microphone.

Forgot my job.

>> AUDIENCE MEMBER: Well, I find myself more computer savvy than most because I've used technology from a very young age.

>> SPEAKER: What software have you used?

>> SPEAKER: Word, PowerPoint and Excel.

>> SPEAKER: Very important, if I could take that back. It's very important because if you're going to tell people you're computer savvy, make sure you tell them, specifically, in what because you might tell me you're computer savvy I find out you just knew how to get on internet, which might be a good thing for the job you're going for, but -- it is helpful if I'm looking for someone to do some typing of letters and things that you know how to use word. Thanks for sharing.

Yes. We're going to start filling out the surveys here. Very

soon the people are handing under the circumstances we're going to take a couple more people sharing their strengths.

>> AUDIENCE MEMBER: I'm more of a -- I'm more of a organized person. I like it organize things.

>> SPEAKER: Okay.

That's a great strength.

Great strength that's a -- that's a much better thing to lead off with, in an interview to say, hey, I really am interested in working for you at giant I want to receipt you know before we get into talking more about this job I am a very organized person and that if, I'm going step up to her, and if there's anything, um, that you would need me to do recording computers as well, I'm very savvy in working with word, Excel and whatever else PowerPoint.

Let's talk about how I can use

my strengths at giant.

Wow isn't that like positive.

>> SPEAKER: Yes, it is.

>> SPEAKER: I think if you can start to craft what that initial introduction you're going to do, don't take over the interview, let the employer interview you, if you can that positive step right off the bat and saying what your strengths are let's talk about what I can do for you and where you think I'll fit in well, wow that makes me go -- I really want to talk to Will he is really excited and he -- he has confidence in himself. So thanks for sharing.

Anyone else back here.

>> AUDIENCE MEMBER: In an office work I like like follow work I like to do it on computer when I used to work when I was the PEC it was good, it wasn't too bad at all. I love doing it too.

And never problem -- never had a problem at working at computer no problem at all.

>> SPEAKER: Wonderful I heard confidence in that voice I know what I like to do and he also shared that he used to do that work at PDVC that makes me as an employer to say tell me more what you did there I might say, what does PDDC stand for be prepared to let people know what that is, but that's wonderful thanks for sharing. Anyone else want to share.

>> AUDIENCE MEMBER: More of a question maybe, eastbound to Jay if I'm walk understanding there saying I love to work with other people you know I love to be social, are you looking at that as a strength, or a -- you know, I don't know if that's like something --

>> SPEAKER: What is that business?

What is our business?

>> AUDIENCE MEMBER: People.  
Right.

>> SPEAKER: It is a complete  
people person business.

So -- yes that's a plus.

Absolutely. You have to have,  
upbeat people, people who are willing  
be outgoing and talk to other people  
yeah. Definitely.

>> SPEAKER: Jay does a good  
point, what is that business. Part  
of the things you should be doing  
with you're ready to go interview  
before you get there, Jay would you  
agree before you get there, know a  
little bit of something about that  
company.

If I walk in there you sit down  
you want to talk to me about a job  
you're like, I don't even know what  
you do here.

I'm going to be thinking, oh my  
gosh, did you throw something up on  
the wall and where it stuck that's

where you interview. If you're the job seeker, the parent really help and work together on you know, before you go, what are some of the steps of things that you should know.

Maybe you're not going to know everything. Do a little homework you can share that you know.

>> SPEAKER: When I started working at giant, I said to myself, these are people. These are people that I go to church with.

Pardon me.

These are people that I see on the street.

I made it a relationship.

I have people coming through the line and honestly I don't know how I get away with it -- I'll stand there, and if people are having a problem just -- having a bad day, I will stand this and talk it out with them.

The line may grow, and I hold

the line up I'm not saying that, everybody should do this but, this is how I do it.

The person is most important because they're coming in, they're spending their time in that store and spending their money, so I want to be there for them.

Now, I am not any better than anyone else.

But remember this, giant took a chance with me.

Now, there are 22 blind people working in giant stores.

What's that say?

>> SPEAKER: Absolutely.

Good, good point we have somebody over here that had a question.

>> AUDIENCE MEMBER: No. I just have a comment.

I teach life skills and my students participate in mock interviews -- one student in particular stood out, the person was

interviewing him was the new director  
for bucks county intermediate unit  
what he was impressed about the  
student made eye contact, and shock  
his hand, he could not answer any of  
the questions in the interview, but  
the fact that he shock his hand and  
he made eye contact, impressed that  
--

>> SPEAKER: Beyond belief it's  
fantastic, you brought that up that  
means so much there, it really does,  
it means a lot. It really does.

You know, we're talking about,  
getting experience in mock interviews  
and, okay, so how do you start off  
with that?

Right there.

Okay.

I've worked with Patty.

Right there. AHEDD these are  
the people that help you out with  
that. These are the people that  
prepare you for that.

So the people when they come and do an interview with me, they're ready.

They're ready for it.

It's actually impressive what you do Patty.

>> SPEAKER: We have an anybody of employers that we really gained recently here in the Philadelphia region through a lot of efforts we've been going to the Philadelphia chamber of commerce and the Sierra commerce, they have been promoting the BLN to the members engaged. If you have resumes and candidates would even just like to start out by getting a mock interview, send me the president may and let me know that.

We'll find folks that will be willing to do the mock interview. You would not necessarily need to be hooked up with AHEDD or something for that, why not just start the process and get some feedback as to, before I

really send them out there to go for real, what are they not doing well at because you know you may think as a parent or as a life skills person, all right, well they're kind of doing okay on this I don't know how they're going to be with someone else because they're comfortable with me, how are they going to operate out there.

If you know there's someone who is open, who is knowing that they're going to get a wide range of candidates coming in the door and they are not scared by that.

That's a pretty good trial run to get started.

Quick question back here.

>> AUDIENCE MEMBER: If you were someone -- what would you put on a resume -- as far as -- the skill set.

>> SPEAKER: For someone who never had a job before, what would you put on the resume. Anyone have

any thoughts on that. Mary Joe?

>> AUDIENCE MEMBER: Sure.

I think you put any types of activities, that you would engage in, whether it's volunteer, you're part of church any types of specific skills, that you have practiced or, or done.

In terms of you know, we don't have to have experience in a job but what types of marketable skills might you have. Do you know -- pardon me. Awards in high school, activities you participate in, in school, volunteerism, but also, again, if you -- if you know how to use a computer, what types of things you can do on a computer. If you know how to -- you know, be timely and reliable, those types of things.

>> SPEAKER: We can probably take one more question hopefully everybody is filling out their reform form you can get them on the way out

the door.

Two more minutes. Anyone want to give another question or a comment.

>> SPEAKER: Can I say something again as usual, I open my mouth too much.

But -- Jay, after he hired me, about six months later, a friend of mine from church who happened to be blind, but, he was legally blind, he had some sight, I don't, I'm total.

Came in and said to me, what do you think. Do you think they will hire me?

Well I sent him to Jay and Jay immediately hired him.

And now this guy has some sight. He started as a bagger.

And after a few months, came to me and said you know, the maintenance man quit, you think I can do it.

Do you think you can do it?

He said, yeah.

I said well I go talk to Jay.  
And he went in and he became the new  
maintenance man at giant Bensalem  
within a year, he had employee of the  
year.

Jay said that and of course I  
could not see it but -- I believe him  
-- that he never seen or had never  
seen the bathrooms as clean as they  
were.

At one point I had cleaning  
service and I hired people from the  
Wood school they did a better job  
cleaning than the people that had --  
that could handle themselves clearly.

So -- to the employers, if  
there are any, take a chance.

To the parents, let your kids  
do it.

To the children, to the kids,  
you can do it.

Thank you.

[applause.]

>> SPEAKER: That's a good

place to stop thank you very much for  
coming out to a Saturday to all of  
you and to also Ni no and Jay, we  
really appreciate it.

[session concluded.]