

WELCOME TO TODAY'S TRAINING!

**THE REST OF THE ICEBERG!**

**WIN YOUR STRUGGLE**  
**WITH HIDDEN BARRIERS**  
**TO EMPLOYMENT!**

**PRESENTED BY**  
**LARRY ROBBIN**  
**EXECUTIVE DIRECTOR**  
**ROBBIN AND ASSOCIATES**

TRAINING \* CONSULTING  
SPECIAL PROJECTS \* KEYNOTE SPEECHES

OVER 45 YEARS OF  
WORKFORCE DEVELOPMENT EXPERIENCE!  
MORE THAN 100,000 PEOPLE TRAINED!

OVER 1000 GOVERNMENT AGENCIES, PUBLIC AND  
NON-PROFIT ORGANIZATIONS AND  
PRIVATE SECTOR CLIENTS SERVED!

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**BRING LARRY ROBBIN TRAINING TO YOUR PROGRAM!**

***ALL WORKSHOPS ARE CUSTOMIZED FOR  
YOUR ORGANIZATION, POPULATION AND GOALS***

- 1. New Ways To Increase Employment Motivation  
In The Hard-To-Employ!**
- 2. From Jails To Jobs!**
- 3. Success With Job Development In The Recession!**
- 4. *The Revolutionary Captain And Coach Approach  
To Case Management!***
- 5. The Radar Approach To Job Retention!**
- 6. How To Find The Employability In Disability!**
- 7. From Pink Slip To Paycheck!  
Employment Success With Dislocated Workers!**
- 8. Make Your Program A Magnet!  
How To Recruit, Retain And Engage At-Risk Youth!**

**THESE ARE JUST SOME OF OUR 300 TOPICS!  
CONTACT US FOR OTHER WORKSHOPS!**

**WE ALSO OFFER MANAGEMENT CONSULTING SERVICES  
SO YOU CAN EXCEED YOUR GOALS!**

**ROBBIN AND ASSOCIATES**  
**YOUR PROGRAM IMPROVEMENT RESOURCE**

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Your Staff Training and Consulting Resource!

**FOR OVER 45 YEARS!**

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**BEST PRACTICES**

NAME	THEIR BEST PRACTICE
<b>YOUR NAME</b>	<b>ONE THING I DO OR OUR ORGANIZATION DOES THAT IS EFFECTIVE IN UNCOVERING OR DEALING WITH HIDDEN BARRIERS TO EMPLOYMENT IS</b>

**WHY ARE BARRIERS TO  
EMPLOYMENT HIDDEN?**

1.

2.

3.

4.

5.

**SOME COMMON HIDDEN**  
**BARRIERS TO EMPLOYMENT**

- 1. Post-Traumatic Stress Disorder**
- 2. Relationship Control And Domestic Violence**
- 3. Various Kinds of Disabilities**
- 4. Unstable Or Unsafe Living Situations**
- 5. Fear Of Leaving Income Support Systems**
- 6. Drug And/Or Alcohol Problems**
- 7. Fear Of The World Of Work**
- 8. Criminal History**
- 9. Literacy Problems**

## **HELP PEOPLE OVERCOME THEIR HIDDEN BARRIERS BY TALKING ABOUT THEM FIRST!**

### **1. Bring Up Hidden Barriers First!**

**Talk About Common Hidden Barriers You See In Your Program.**

**When You Bring Up The Hidden Barriers First It Lowers People's Fears About Talking With You About The Barriers.**

**It Also Makes Them Realize They Aren't The Only Person With This Barrier.**

2. **Bringing Up Hidden Barriers Early Starts People On The Process Of Recognizing Them And Working On Them.**

**Bringing Them Up First Can Help Lower Denial And Resistance.**

3. **Talking About How You And Your Program Helped People Overcome These Barriers Gives A Person Hope They Will Be Successful In Eliminating The Barrier.**

**CREATE A SAFE ENVIRONMENT**  
**FOR TALKING ABOUT BARRIERS!**

**WHAT ARE SOME WAYS YOU  
CAN BRING UP THE HIDDEN BARRIERS EARLY?**

- 1. Have People Who Have Overcome The Hidden Barriers Speak In Orientation.**
- 2. Distribute A List Of The Most Common Hidden Barriers To Employment Seen In Your Program With Information About How They Were Overcome**

**Other Ways To Bring Up Hidden Barriers?**

**HOW WE WORK TOGETHER TO  
GET RID OF BARRIERS TO EMPLOYMENT!**

<b>SOME OF THE MOST COMMON BARRIERS TO EMPLOYMENT WE DEAL WITH</b>	<b>WHAT PEOPLE HAVE DONE TO HELP ELIMINATE THIS BARRIER</b>	<b>WHAT WE HAVE DONE TO HELP PEOPLE ELIMINATE THIS BARRIER</b>

## **OTHER WAYS TO REVEAL HIDDEN BARRIERS**

- 1. Get Training By People With Expertise In The Barrier About The Signs Of The Barrier.**
- 2. Do An Internet Search About The Barrier  
**Email [larryrobbin@aol.com](mailto:larryrobbin@aol.com) and put  
**Barrier Resources In The Subject Line******
- 3. Work From A Social Systems Model And Get The Input Of Other Parties**
- 4. Watch For Inconsistencies, Major Mood Variations, Energy Changes And Physical Signs.**
- 5. Have Program Participants, Staff Or Other People That Have Overcome The Hidden Barrier Teach You How To Spot It.**

**WHEN HIDDEN BARRIERS  
ARE ACKNOWLEDGED  
GIVE PEOPLE CONFIDENCE THEY CAN  
OVERCOME THE BARRIER!**

- 1. Celebrate The Strength It Took To Acknowledge The Barrier. Talk About How This Strength Will Help Them Deal With It.**
- 2. Talk About How Dealing With The Barrier Will Not Only Help The Individual But Also Other People In Their Lives.**
- 3. Show How People's Strengths Will Help Them Overcome The Barrier. Connect The Dots Between Their Strength And Getting Rid Of The Barrier.**

**TO GET RID OF SOME BARRIERS  
YOU NEED TO CLOSE THE REFERRAL GAP!**

**People Often Need To Go To A Referral Resource To Deal With Their Barriers But Many People Won't Go.**

- 1. Organize A Partner Agency Referral System And Cross Train Each Other.**
- 2. Develop Photos Of The Resource. A Picture Is Worth A 1000 Words!**
- 3. Sell Don't Describe The Resource**
- 4. Refer People To A Person Not A Place And Sell Them On The Person!**



- 5. Use Referral Resource Alumni.**
- 6. Have The Person Make The Appointment While They Are Meeting With You**
- 7. Position Yourself As A Referral System Advocate**
- 8. Schedule A Timely Follow Up**
- 9. Get Feedback From People Being Referred And Improve Agency Services**

**OUR MAKING PROGRESS AGREEMENT**

**DATE:**

**JOB SEEKER** \_\_\_\_\_

**TODAY I PROMISE TO TAKE BIG STEP FORWARD TO IMPROVE MY LIFE. TODAY I WILL**

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**THE BENEFITS OF DOING THIS WILL BE**

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**THE EMPLOYMENT SPECIALIST AGREES TO HELP BY**

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**WE AGREE TO WORK TOGETHER TO MAKE THIS IMPORTANT STEP AS SUCCESSFUL AS POSSIBLE.**

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**JOB SEEKER**

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**EMPLOYMENT SPECIALIST**

**ACTION PLAN**

**What Should Be Done So Our Program  
Can Be More Effective In Eliminating  
Hidden Barriers To Employment?**

1.

2.

3.

4.

5.

**CLIMBING BARRIER MOUNTAIN**  
**BY GWEN BUSHSON**

**I Was Born At The Bottom Of A Mountain Of Problems That Loomed Over Me All The Time. In The Course Of My Life I Added To The Problems Creating The Tallest Mountain Of Barriers That Would Keep Me Out Of The World Of Work And In Poverty Forever. I Didn't Believe I Could Climb Problem Mountain. I Surrendered To It And Let The Mountain Crush My Spirit, My Future And My Children's Future.**

**But Then I Came To This Program And Met The Most Amazing Mountain Climbing Guides. Some Of Them Started Where I Did But Got To The Top And Others Seemed To Know The Path. With Their Support I Started To Climb The Mountain. It Wasn't Easy. I Fell, I Ran Back Down And I Wanted To Quit But The Guides Wouldn't Let Me. I Fought The Mountain Harder Than Anything I Ever Fought In My Life.**

**Today I Am On The Top Of Problem Mountain Looking Down At My History. But I Won't Look Down Long. I Look Up To The Future For Me And My Children. Thanks To My Hard Work And The Guides I'm Climbing Success Mountain Now!**

## WHY BARRIERS ARE HIDDEN

1. The Barrier Is So Common In Their World They Don't See It As A Barrier
2. They Are Afraid About How We Will React And Treat Them Differently.
3. The Barrier And Talking About It May Be A Cultural Taboo
4. They Don't See The Problem As A Barrier To Employment.
5. They Are Ashamed About The Barrier And Feel Bad Talking About It.