**Maine TWBL Training on Progressive Employment**

**Session 3: Exercises**

Have Trainees do each of these exercises. Use them as directed in the training video.

**Exercise 1: Business Receptivity Fieldwork Follow-up (10 Minutes)**

**Instructions: Let’s discuss the fieldwork.**

**Let’s start with the Reluctant business interactions:** (6 mins)

What strategies have you found to be more successful?

As a group, popcorn ideas/strategies you might try with them

**How about the Receptive businesses:** (4 mins)

 Do you make different kinds of asks of them?

 How do you think about growing that relationship?

**Exercise 2: Carl’s Business (15 mins for discussion)**

Carl, a well-known, liked and respected member of his community, runs a 3-bay auto shop in a rural area, which started small and grew. He bought a used tow truck during a sluggish economy, to generate towing & mechanic work. Then he converted 1 bay to a small engine shop for snow mobiles & lawn mowers to attract out of state folks with 2nd homes. This quickly expanded to include boat motors, chain saws, tractors, wood splitters, pumps, etc. He replaced the tow truck with a newer and larger one to handle larger vehicles.

He now has 4 auto service bays, a 2- bay machine shop, and a self-service car wash. He has more ideas for expansion but right now is sitting tight. He employs 6 part-time & 6 full-time workers. This includes: his daughter (F/T to does book-keeping/HR/Dispatching, and Inventory), son (tow truck driver trying to learn to be a mechanic) nephew and a friend (F/T mechanics in addition to Carl), 3 P/T mechanic’s helpers and 2½ machinists, and 2 PT machinist assistants.

He has hired students before & one “a guy with some handicap” but Carl feels they have not work well. “They don’t like this work & I don’t have time to sit on them. I need my folks here on time, sober (not high or drunk) and ready to work without the damned cell phone in their faces. Last year one guy wrecked my tow truck. Who needs this crap?”

**Discussion Questions for the Carl Scenario**

1. What low Dose opportunities exist here? List all you can:

2. What high dose opportunities exist here? List all you can:

3. Preparing to talk with Carl, but being fully aware of his reluctance to hire:

 - What would you not say to Carl?

 - What would you say to Carl to engage him?