



Unit 6-Know the Job Seeker



UNIT 6: JOB DEVELOPMENT

Your Top Priority In Job Development: Know the Job Seeker

Gaining information about the individual who is seeking a job is a decisive factor in determining his or her success on the job. Both of you must be comfortable in communicating as honestly and clearly as possible. One meeting does not provide enough time for this to occur. As outlined in earlier units, here are some of the ways to learn the things that will help you help the job seeker:

- Visit the individual at his/her home
- Talk about purposes of the assessment
- Learn about his/her role in the family and community
- Invite the individual to be with you during labor market screening and analysis of community jobs
- Encourage the individual to participate in interesting or unfamiliar job analysis activities
- Maintain frequent contact during assessment and job development activities

Developing a strong communication method is very important. As you progress in the job development process, you must keep the individual informed and involved. During job development, you will learn even more about the individual's interests and preferences. As the relationship grows, you and the individual will be able to work well together and educate employers and others.

You do not want to be surprised when you introduce the individual to employers. There are individuals who have behaviors that might sabotage their success getting a job; for instance, an individual might refuse to wear a company uniform. To help insure success, you must be aware of the following factors regarding the individual and the impact of each factor on work::

- Likes and dislikes
- Cultural and social background; socio-economic status
- Race, gender, sexual identity, and ethnicity
- Independent living skills
- Native and spoken language
- Transportation availability
- Money skills
- Time recognition
- Social, recreational, and religious participation
- Preferences
- Physical and cognitive abilities

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Activity Details

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