Vocational profiling – back to basics

Kathy Melling, Derek Groves and Professor Amanda Kirby
The supported employment model

- Client engagement
- Vocational profile
- Employer engagement
- Job match
- Support & career development
Vocational profiling - Objectives

Aim: To understand the person in depth

Why: To arrive at the best possible job match

What would be this person’s ideal job?
Organise the process!
How long should it take?
Does it ever end?
Vocational profiling - Method

Explain the process to the jobseeker
• Clarify accessibility issues eg use of photos, symbols etc

Include the jobseeker throughout – co-production of a profile
• Involving family, networks and professionals
• Do it with people, not to them
Vocational profiling - Method

A sit-down or stand-up process?
- Need to validate information through observation
- Test out assumptions
- An active rather than passive process
- Create the relationship, boost aspirations
Financial issues:
• Benefit entitlement and unclaimed benefits
• Better off calculations

Why is it important to gather this information at this stage?
Disclosure and confidentiality

To disclose or not to disclose?
• Pros and cons

Data protection issues:
• Who needs to know what?
• Client permission to seek/disclose information

What if the family objects?
• Need for advocacy
• Mental capacity assessments
• Information, reassurance, support
Developing a vision

Develop a shared vision of what’s possible as an “ideal job”

• Travel distance / complexity
• Hours
• Preferred job type
• Team or lone working
• Skills
• Interests
Vocational profiling

Keep it updated as a live document!

Refine and add to it.

Update it with info from work tasters etc