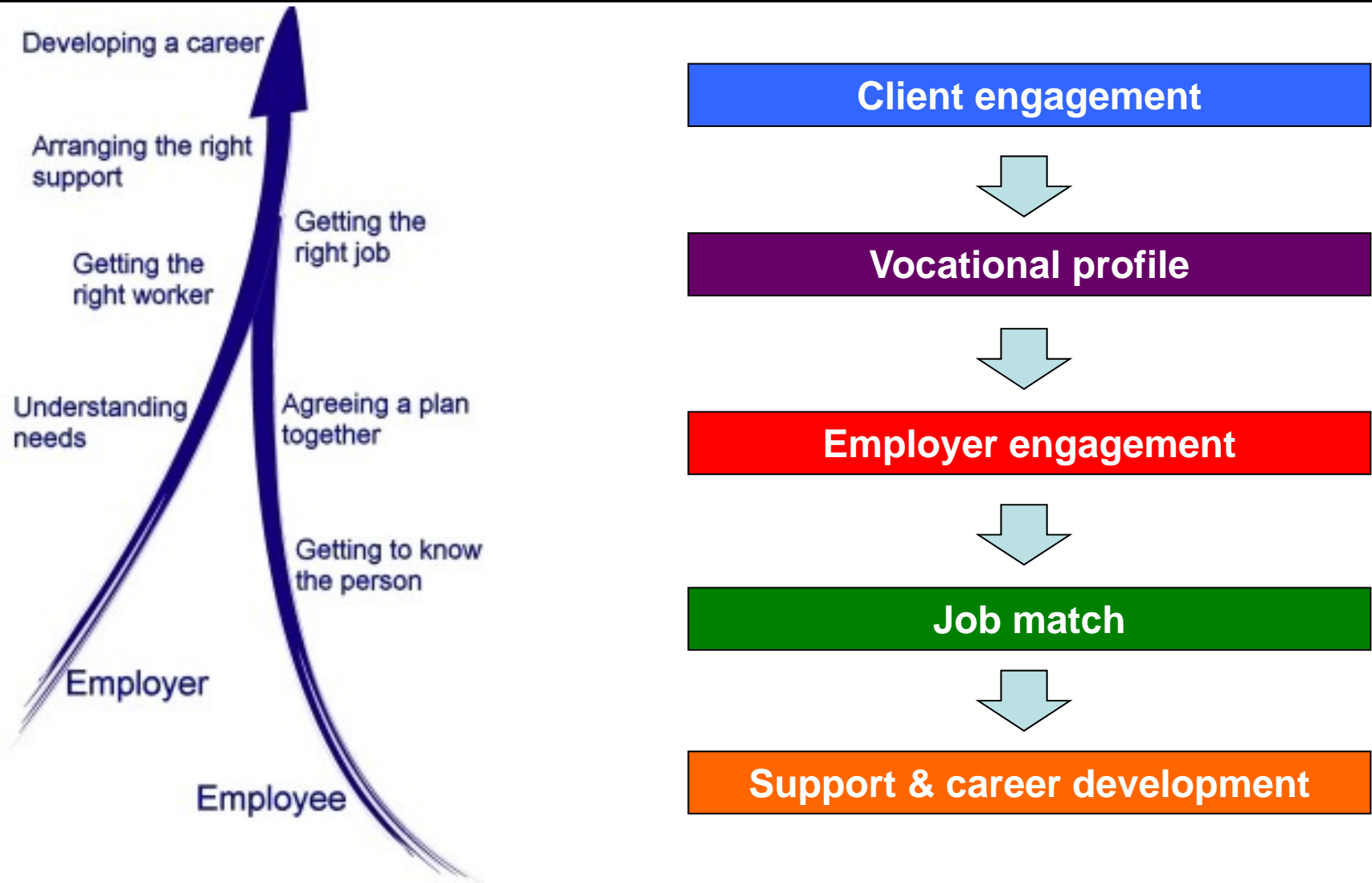


# Vocational profiling – back to basics

Kathy Melling, Derek Groves  
and Professor Amanda Kirby

# The supported employment model



## 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?



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

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?



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

