VOCATIONAL PROFILING
WHAT IT IS, AND WHAT IT ISN'T....

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Initial Impressions

Job search should happen at the earliest opportunity.
The Games Tester, the dog groomer and the meeter/greeter

- Hobbies are not necessarily the key to a job match
- Balancing ambition and realism
- Begin ‘without prejudice’
- Understanding the key components of a job role are as crucial as understanding the person
Let's have a go......

N;
Has autism, no learning disability
Complex anxieties relating to fire, reptiles, spiders, germs, illness
International Judo Bronze medallist
Has a level 1 qualification in beauty
Like beauty therapy
Exhibits echolalia, reluctant to discuss anything which is not on a topic she wants to discuss
Single minded on focus of outcome driven tasks

S;
Has a mild learning disability and is selectively mute
Enjoys computer games and drawing
Enjoyed college though attendance was poor
Doesn’t want a paid job
Establish what questions you want to ask the person?
Who might be involved in the profile?
What judgements can you make at this stage?
What Vocational Profiling Tools may you wish to use?
Approaches and Tools

- Observations
- Listening
- Assessment of products/skill level
- Questioning
- Research/review
- Peer support
Circles of Support

- Family
- Friends
- Teachers
- CPN

- Physiotherapy (PT)
- Occupational Therapy (OT)
- Previous Employers
Think of someone you are currently looking for work for, and struggling to make a job match. Maintain confidentiality at all times.

- Describe 3 challenges in making a job match.
- Then suggest one thing you could do about each challenge.
- If still stuck then your partner can make 3 suggestions.
Final Considerations

- Workplace Culture
- TMI?
- Support