



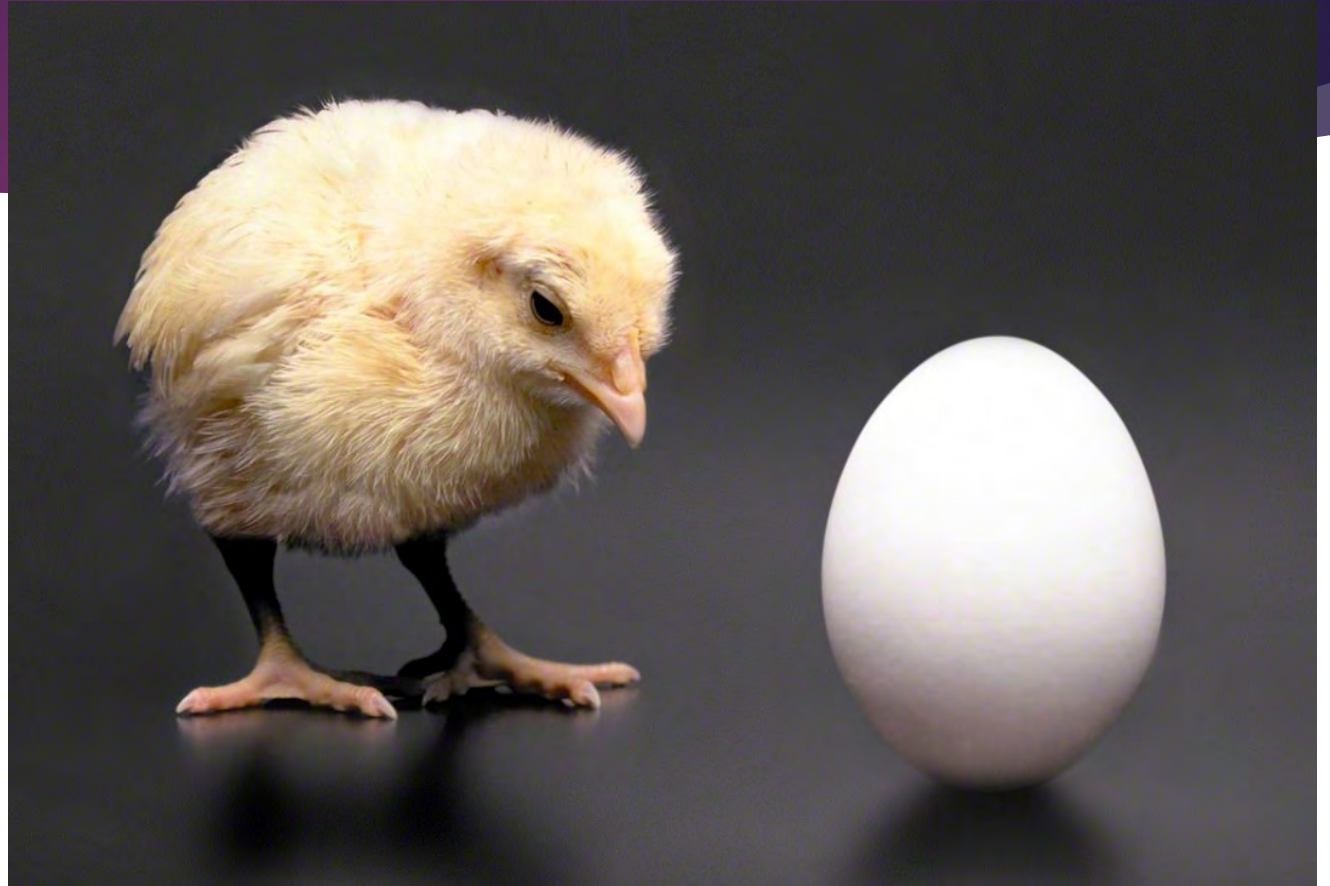
VOCATIONAL PROFILING


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

Holly Kelleher – BASE
& Director of St Camillus Training Ltd

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

Lets 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

TASK 1

- ▶ 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



Case Studies and Co-Working

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

