

a guide to { the right job match



Finding the right job match for a student is essential to obtaining positive employment outcomes. A good job match can increase student engagement and reduce total time spent on job site training. Consider the following points when identifying an appropriate job match.

1. Know the student

Gather information and observe the student in a variety of settings. Focus on identifying strengths and necessary conditions for success.

2. Involve the family & others

Selecting a good job match requires a team approach. Talk with family members and others close to the student to identify tasks and activities that may lead to an employment theme and goal.

3. Engage the student

Involve the student in narrowing career interests and identifying what motivates him or her to want to pursue a certain type of job.

4. Network with others

Explore existing business relationships in the school, with colleagues, and with families to identify potential employment opportunities that match the student's employment preferences.

5. Approach businesses

Select businesses that have environments and job tasks that match the student's strengths, preferences, interests, and needs. Considering employer attitudes and beliefs is important.

6. Conduct a job analysis

Observe a potential employment site to confirm that it is a good environmental match for the student. Identify potential natural supports and an effective instructional approach.

7. Support the student and business

Provide individualized on-going support to both the student and the business.