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## Employment Profile

### Do

Use the approach designed by *McLoughlin and colleagues (1987)* to explore the person's employment related aspirations.

### Story

'Peter is 31, has cerebral palsy and works in a small office undertaking admin duties for front line staff. In his first vocational profile he expressed a clear preference for 'back room' work. His job led him to occasional work on the front line.

Over six months he began to enjoy these face-to-face duties and at his review asked to increase them. It was arranged that following some customer relation and IT training he would work two days a week on the front line. He now works full time on the front line and has progressed to open employment.' (*Leach 2002, p42*)

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### Hints & Hazards

Spend some time getting to know the person and their preferences, usually at the person's own home or during community activities. This means that the starting point is the person – rather than their welfare benefits, organisational constraints or preconceived low expectations of the person.

Find out where the person likes to spend time, who they like to be with and what they like to do, as well as achievements, dislikes, likes and anything else relevant to the person's job choice, including how they can best be supported. Others who know the person well then add their ideas. The specialist helps the person invite the people who contributed to the profile to a meeting where they imagine ideal jobs. The specialist then works with the person to search for a position closest to the ideal job identified.