

## OPTIONS FOR CLIENTS AT COMPLETION OF INITIAL CAREER PLANNING DISCUSSION (Options are not exclusive of each other and may occur simultaneously)

### Counselor/Client Meeting

Structured meeting to develop focus area. May include evaluator and/or placement specialist. (These services can only be provided after client comes off waitlist.)

**PLACEMENT** (Employment Specialist working with job seekers and selling job seekers to employers)

- Counselor/Client decides client is ready for immediate placement (Client may or may not have job readiness factors solidified).
- Placement Specialist advocates for clients to business for permanent employment position or progressive employment.

**Progressive Employment** (always at employment site)

(Includes tours, mock interviews, job shadowing, informational interviews, paid and unpaid OJEs)

- Leverage individuals to get into employment sites.
- Business open to training/evaluation/exploration with no obligation.

**Meeting between Counselor/Client to discuss rationale for next steps**

(May include Placement and/or Evaluation Specialist). Reasons to pursue progressive employment.

- Individuals have an interest in an occupation but need further exploration
- Individuals may be uncertain if they have the physical stamina and/or capabilities to work or perform a certain job.
- Individuals who are uncertain if a position is a good fit.
- Individuals identifying if the work environment is conducive to their needs.
- Individuals understanding if the position is consistent with their disability and the vocational implications of it.
- Clients needing to understand the soft skills needed for future employment.
- Individuals with long gaps in work history or no work history.
- VR clients who have specific barriers that make placement difficult (e.g. criminal history)

**EXPLORATION PHASE** (Completed by counselor and/or evaluator to refine career choice).

- Client is ambivalent on job interests.
- Client wants to pursue post-secondary training and no data to support it.
- Counselor/client feels the client is not well matched or well prepared and may cause disruption on employment site.
- Client is uncertain of their current skills and abilities and can be easily assessed by an in-house vocational evaluation (e.g. clerical).

**VR SERVICES INITIATED**

- Client wants to pursue OJT, miscellaneous or post-secondary training and all data supports it without further assessment.
  - ❖ May need to refer for progressive employment, for work related experience in area of study.