Job Tryout as an Effective Strategy for Hard to Place Clients

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UNT-WISE Webinar Presentation
Introduction

Presentation will discuss effective strategies for increasing the employability of people with disabilities (PWD) through practical skills training and exposure, following a job tryout (JTO) model used in the vocational rehabilitation of people with brain injuries. Discussion will include:

- Typical clientele for this approach
- Contextual definition of JTO
- Procedures involved
- Benefits to PWD and employer
- Strengths and weaknesses of the model
Difficult-to-Place Clients

• Clients with difficulties
  • Obtaining employment
    • Difficulties with job interviews, etc.
    • Maintaining employment

• Typically includes those with:
  • TBI
  • DD and ID
  • ASD
  • Mental health, etc.
Typical Barriers to Employment

• Challenges to employment may include:
  • Cognitive disabilities
    • Significantly long learning curves
    • Inability to learn/perform some tasks
  • Clients with non-work related issues
    • Workplace anxiety
    • Lifestyle issues
    • Behavioral presentation (based on disability)
  • Unrealistic vocational goals
    • Based on past experience and/or
    • Nature of disability
JTO Definition pt 1

• PWD is embedded in a job situation for a prolonged duration as a volunteer
  • Used to address a variety of issues
  • May or may not lead to employment
• PWD may have choice in type of job
  • Place, position, and duties
• Support provided
  • Transportation
  • Uniform, etc.
• PWD assesses own performance
  • Reality check
JTO Definition pt 2

• JTO is not WTO, OJT, or Registered Apprenticeship
  • Job skills training in an integrated work setting
  • Business incentive to determine suitability for position
  • Used as an assessment
  • Employer required to train PWD
  • Time-limited
  • PWD is placed on payroll
  • Employer meets all DOL standards
  • Is based on an open position
  • May have minimum productivity expectations

• JTO is not job simulation
JTO Procedures pt. 1

• Identify local employers
  • Not-for-profit
  • Consider accessibility

• Explore positions
  • Introduce concept
  • Employer/employees identify needs
  • Explore carved or non-existent positions

• Observe job if existing position
  • Obtain job description (JD)

• Write new JD

• Volunteer Agreement
JTO Procedures pt. 2

• Job coach learns job tasks
  • Observes for task modification, if needed

• Intensive job coaching
  • 1-2 weeks

• Supportive job coaching
  • 2-4 weeks

• Continued volunteer experience
  • Continued contact with PWD and employer
  • Up to 6 months support
Placement

- Review of case for closure purposes
  - Ongoing process
- Placement at JTO site
  - Same position
  - Comparable position
- Placement elsewhere
  - Similar position
  - Alternative position
Benefits of JTO for PWD

• Provides employment skills training
  • Job skills
  • Soft skills

• In a ‘safe’ setting
  • Minimal expectations
  • Decreased pressure

• Develops experience
  • Establishes/strengthens resume
  • Develops self confidence
  • Provides realistic feedback
  • By-passes the interview process
Benefits to Employer

• Voluntary services
  • Increases productivity
  • Decreased expenses

• Free training
  • Initial training provided

• Opportunity to hire a PWD who knows the job
  • Decreased turnover

• No legal obligations
  • May discontinue volunteer position at will
Other Benefits

• Assessment/Evaluation
  • Establishes interest/commitment
  • Current physical functioning
  • Learning capacity
  • Social functioning

• Ensures active lifestyle
  • Decrease mental and physical atrophy

• Upholds self-esteem
  • Increase sense of worth
  • Decrease negative behavior
Disadvantages

• Not guaranteed for succeed
  • Model does not work for everybody

• Is time-intensive
  • Lack of financial income

• May not be compatible with agency goals
  • Placement deadlines

• Skills may not transfer
  • Lack of application in other settings

• JTO site may decline to hire
  • May prefer to keep PWD as a volunteer
Question/Comments
References

