

What is (and what isn't) Person Centered Job Selection (PCJS)?

What is PCJS also known as "Discovery?"

- A process of learning about a job seeker so that the information may be translated into job tasks, settings, preferences, & support needs, which will become the basis for creating a targeted job development list.
- Building trust with the job seeker and forming a professional, respectful relationship so their best interests, competencies, and concerns may be learned, addressed, and supported as needed.
- Thinking in questions – always seeking more information for clarity and to better be able to translate information into vocational ideas.
- Finding competencies, including the context for these to show through.
- Time spent directly with the job seeker to discover interests, skills, and preferences in general and as they will pertain to work.
- Time spent with others who know the job seeker well to gain insight into their interests, skills, and preferences.
- Time first spent in familiar places and then moving toward new places and activities to expand learning.
- Making connections with people who share common interests. This includes initiating an introduction and allowing that person to assist in exploring interests.
- Reviewing records to learn from diagnosis, support needs, and other's insights while taking care to know what is currently relevant and important in terms of independent work.

What isn't Person Centered Job Selection?

- Assuming you know someone fully just because you've spent (perhaps even significant) time with them within the social service system (be it in a day program, staffed residence, or community activities.)
- Reviewing records and having a full clinical picture of someone.
- Asking "What do you want to do?" and then taking their answer as your plan for a job search.
- Finding one interest and then seeking a job that somehow involves that (ie. Someone likes to drink coffee, so you search for job stocking shelves at a music store.)
- Driving around their community looking for "help wanted" signs or stopping in favorite restaurants to drop off applications and watch how they do.
- Standardized vocational assessments. Comparing to another person on a standardized scale tells what people cannot do but not what they can do.
- Translating skills from one single work or volunteer experience.
- Asking the PCEP questions of the job seeker and typing in the answers.
- Listing enough information to complete the PCEP but not showing a full picture of the person or how good, fitting work can be determined and found in the local community.