Module 2: Building Blocks for Employment Transcript

Welcome to the Promise Parent Learning Module Series. This module is called Building Blocks for Employment.

You will identify your child's:

In this module, you will identify your child's interests, skills and ideal conditions for employment so that you can support your child as he or she explores possible jobs and careers.

Career Exploration

Think back to your youth and the jobs you have had throughout your life. You probably chose your job and employment goals based on your interests, the kind of person you felt you were, the skills you had, and the kinds of work environments you thought you would want to be in. Once you had a chance to experience a job, you might have found that you liked it and were good at it, or you might have found that you did NOT like it, that the work wasn't what you expected, or that you were not comfortable with the work environment or people there. You learned from that experience, which led you to understand yourself a little more and the kind of job to look for next.

This is the kind of process you, your DVR counselor, and school staff can support your child to do. To get started, we need to think about your child's interest, skills, and ideal working conditions. These are the building blocks for employment.

Gather Information About

Before exploring specific jobs and careers, you and your child, along with your DVR counselor and school transition teacher, should think about and write down the following information:

First, who is your child? Think about what your child is interested in, his or her special talents and personality traits.

Second, what can your child do? What skills does he or she have?

Third, what are your child's 'ideal conditions' for work? When and Where is your child at his or her best?

Your child might have already put together some of this information at school by taking career interest inventories or through Promise by doing the self-advocacy training. If so, ask your child to show you what has been done so far.

Step 1:
First, let's identify your child's interests, talents, and personality traits, as this is the foundation of employment planning. Most people seek out jobs based on their interests. If we do work we are interested in, we are more likely to be motivated to show up to work and do well on the job. You child might have special talents or traits that particular employers will find highly valuable to their workplace.

Meet Angelo
Let's take a look at an example - Angelo. When his mom was asked to write down information about Angelo's interests, talents and personality traits, she wrote that he was:

- Interested in people, music and soccer.
- That he is great with young children and that he is a very good piano player who likes to write his own songs.
- And that he is friendly, quiet but not shy, and extremely helpful to others.

Make a list with your child:
Take a few minutes with your child to identify some of his or her interests, talents, and personality traits. Think back to the positive description you wrote in the last module. You can type on the screen and print now, or you can download the worksheet to work on later. If you're struggling, because this can be hard, ask others to help you.

Step 2:
The second step is to identify your child's skills. Transferable skills are the skills and abilities that people gain throughout life, such as counting change, typing, or following directions. These skills could transfer into a future job. Let's learn more about hard and soft skills:

Hard skills

- Typing
- Counting money
- Sweeping
- Reading
- Sorting
- Alphabetizing

Soft Skills

- Listening
- Following directions
- Being on time
- Getting along with others
- Making decisions

How to find skills

You can identify your child's transferable skills by thinking about the tasks they do at home, at school, and in the community. Consider any past jobs, volunteer opportunities, school projects, hobbies, responsibilities at home, and sports/activities. Once you identify the tasks your child does, you can watch him or her do these things and notice the skills he or she uses to complete these tasks. Jot these down. Ask your child what they like and don't like about what they are doing. You can also ask teachers and family members about tasks and skills they've seen your child do.

Angelo's List

Let's come back to Angelo. Angelo's family and teachers helped him start his list of skills by first writing down all of the things he does at school, at home, and in the community. Take a minute to review Angelo's list.

Make a list with your child:

Take a few minutes to make a list of the all of the things your child does at home, at school, and in the community. You can also download the worksheet to work on this at a later date.

Step 3:

Finally, the third step is to make a list of your child's ideal conditions for employment. In order to be happy and motivated at work, we all need to be in environments and around people that are right for each of us. An ideal condition for one person, isn't always right for another.

Angelo's Ideal Conditions:

Angelo and his family went through a questionnaire to create a list of his ideal conditions for work. Take a moment to read over the top five things that are most important for Angelo to be successful at work. Click on the questionnaire to see a list of questions to consider about your child's ideal conditions.

Your Child's Ideal Conditions:

Take a few minutes to list some of your child's ideal conditions. You can also download and print the ideal conditions worksheet to work with your child on this activity at a later date.

Putting it all together

Once you have gathered information about your child in the three areas of interests, skills, and ideal conditions, it is time to pull all of the information together to review with your DVR counselor and school staff.

Conclusion

This concludes the parent training module on Building Blocks for Employment.

If you have questions about this module or need help, talk to your DVR counselor about your questions or concerns.