

Deaf/Hard of Hearing - Employment Competency Skills

Name:	DOB:
Amplification:	Date of Evaluation
Case Manager	Date of Evaluation
Case Manager	Date of Evaluation
Case Manager	Date of Evaluation
Case Manager	Date of Evaluation
Case Manager	Date of Evaluation

Please select either N, W or M for each of the questions below in each section

Gr. 9	Gr. 10	Gr. 11	Gr. 12	Gr. 12+	N = need W = working M = mastered
					Career Exploration/Work Experience
					Identifies career interests and skills, completes interest and career inventories, and identifies additional education or training requirements
					Matches career interests and skills with academic coursework
					Uses a career planning process (e.g., assessments, career portfolio, eFolio, employment folder) incorporating their career goals, interests, and abilities.
					Demonstrates a positive attitude toward work
					States how community resources, non-work experiences, and family members/friends can assist them in their role as workers
					Identifies and applies (if applicable) for employment information and support for persons with hearing loss (vocational rehabilitation, PEPNet 2.0, Job Accommodations Network , etc.)
					Participates in a variety of work-based learning experiences prior to completing high school (job shadowing, guest speakers, informational interviews, mentoring, etc.)
					Participates in variety of on-the-job training experiences, including community service (paid or unpaid), internships, service learning, apprenticeships, etc.
					Completes part-time independent employment during summer or afterschool
					Identifies a realistic career path after graduation

Deaf/Hard of Hearing - Employment Competency Skills

Gr. 9	Gr. 10	Gr. 11	Gr. 12	Gr. 12+	N = need W = working M = mastered
					Job Search Skills
					Uses a variety of job search techniques
					Acquires an identification card (State ID or Driver's License, Social Security Card)
					Demonstrates the ability to communicate personal information required during a job search or the hiring process.
					Demonstrates ability to complete a job application independently
					Develops and updates a resume
					Demonstrates appropriate job-seeking behaviors (self-advocacy, high level of effort and perseverance, appropriate clothing and appearance, projects a positive self-image)
					Develops interview skills and knows how to follow-up after an interview
					Develops a cover letter
					Describes his/her hearing loss and possible problems that may occur when seeking a job
					Explains disability disclosure implications when applying for employment (411 on Disability Disclosure by National Collaborative on Workforce and Disability)
					States the basic rights and responsibilities under the American with Disabilities Act in employment settings

Deaf/Hard of Hearing - Employment Competency Skills

Gr. 9	Gr. 10	Gr. 11	Gr. 12	Gr. 12+	N = need W = working M = mastered
					Job Keeping Skills
					States and demonstrates how personal skills and characteristics (e.g. positive attitude, self-discipline, honesty, time management, etc.) affect employability.
					Participates in multiple opportunities to develop traditional job preparation skills through job-readiness curricula and training
					Demonstrates how to effectively explain D/HH needs to an employer
					Able to access, accept, and use individually needed supports and accommodations for work experiences.
					Exhibits understanding of workplace expectations, culture and the changing nature of work requirements
					Identifies assistive technology tools that can increase communication and safety in the employment setting
					Demonstrates appropriate interpersonal and communication skills on the job (e.g. interact appropriately with those in authority, interact professionally with co-workers, resolve conflicts appropriately, present ideas in work settings, being customer friendly, ability to ask for feedback, communicating skills needed as a team member, etc.)
					Ability to complete tasks in a timely manner to employer's expectations
					Pursues and uses local transportation options <i>outside of family</i>
					Able to work without supervision
					States how to leave a job or change jobs appropriately