 CE Proficiency Mentoring

Job Development Stage 1 Fidelity Tenets

**Initial Job Development Plan (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.10: The employment specialist, the employment seeker, and members of the employment seeker’s team, hold an in-person meeting, have joint online communication meetings, or other joint communication to create an Employment Plan that contains businesses to contact for Job Development.

* Unacceptable (-1):   The employment specialist reviews the information gathered during Discovery and creates a next-steps plan, without creating an employment development plan of specific employers for the job developer to contact.
* Acceptable (+1):   The employment specialist, the employment seeker, and members of the employment seeker’s team meet to review the Vocational profile and develop an employment plan that incorporates conditions for successful employment, available resources to support job creation (PASS, VR, etc.), and specific businesses for the job developer to contact.
* Good (+2):   The employment plan includes dozens of local business contacts that relate to the employment seeker’s identified and potential skills, interests, and vocational themes supplemented by marketing materials, videos, and/or representational portfolios.
* Exemplary (+3):   The employment plan team members assist the job developer to implement the plan by facilitating introductions to identified businesses.

DFS Timeliness Tenet 2: Vocational Profile Narrative Review and Employment Plan complete within 4 weeks of completing Informational Interviews, excluding weeks the process has been paused by the employment seeker.

* Unacceptable (-1):   Vocational Profile Narrative Review and Employment Plan take more than 4 weeks to complete.
* Acceptable (+1):   Vocational Profile Narrative Review and Employment Plan complete within 4 weeks of completing Informational Interviews, excluding weeks the process has been paused by the employment seeker.
* Good (+2):   Vocational Profile Narrative Review and Employment Plan complete within 3 weeks of completing Informational Interviews, excluding weeks the process has been paused by the employment seeker.
* Exemplary (+3):   Vocational Profile Narrative Review and Employment Plan complete within 2 weeks of completing Informational Interviews, excluding weeks the process has been paused by the employment seeker.