

THE IMPORTANCE OF THIRD-PARTY REPRESENTATIVES IN JOB SEARCHES



JOB READINESS WORKSHOPS AND RESUME BUILDING DO NOT WORK FOR JOBSSEKERS WITH A DEVELOPMENTAL DISABILITY FACING HIGHER EMPLOYMENT BARRIERS. THEY NEED SOMEONE TO REPRESENT THEM TO EMPLOYERS

Many individuals with a developmental disability can self-place themselves in a job with little support. They are motivated and can learn how to access employers. These candidates have no visible employment barriers and look like any other typical candidate. They are credible enough to get a job on their own. Some might need help with either job search support or motivational strategies.

The traditional job readiness models have not worked for most people with employer perception barriers, such as jobseekers with developmental disabilities. They benefit from an approach that does not rely on employment workshops, answering job postings, job searching or building a resume. Such jobseekers need Third-Party Representation. When a Third-Party, better done by a professional Job Developer, acts on this person's behalf with employers one can see real success.

Job seekers needing representation - know who you are

Level 1: People with the ability and motivation but have visible employment barriers. They lack access and credibility; a Third-Party Representative must provide these.

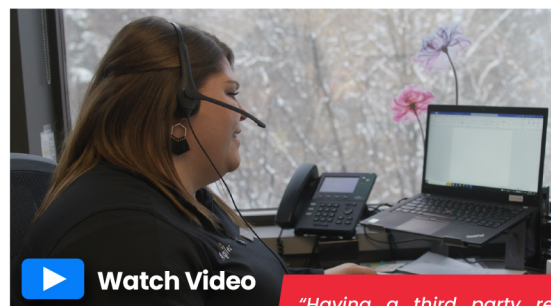
Level 2: People motivated to work but have limited ability and visible employment barriers. Access and credibility need to be supplied by a Third-Party Representative, along with a job that fits the candidate's ability.

Level 3: People who lack the motivation to work, even though they may have the ability. This person may not have access and credibility depending on skill level and visible employment barriers. They need support to gain motivation to work.

What is Third Party Representation and How Does it Work?

- ◆ **Third-Party Representation** acts on behalf of job seekers for job placements.
- ◆ **Work with both** employers and job seekers
- ◆ **They build relationships** with employers to find out what employers need
- ◆ **They find hidden jobs** that have not been advertised by the employer
- ◆ **They gain the employers trust** in that they will provide a good match for the job
- ◆ **They increase their employee** morale and retention rates.

Jobseekers most benefit from a professional Third-Party Representative who works on behalf of both Jobseekers and Employers. This outcome is the preferred one. Unfortunately, because of the lack of these supports, family members sometimes have become the primary Third-Party Representative of people with developmental disabilities. These family members will benefit in changing their role so they can act as advocates with employers or with agencies tasked with finding work for the jobseekers. Many agencies may need to be pushed by family members to change their service delivery model to one that works for their family member with a developmental disability.



 **Watch Video**

"Having a third party represent our candidates"; "Is beneficial because we have access to a hidden labor market."