



Job development and placement

Job development and placement creates sustainable employment by aligning the jobseeker's strengths with employers' needs. It goes beyond filling vacancies. It uses a tailored, person-centred approach to shape roles that genuinely fit both the employer and the jobseeker.

Effective job development and placement starts with a strong understanding of the jobseeker's skills, interests and conditions for success. It pairs this with a clear understanding of the employer's workflow, unmet needs and workplace culture. Using tools like vocational profiling and job analysis, practitioners can help to identify or create roles that work for everyone.

Key strategies for success

Job analysis

Breaking a role into its tasks, skills, conditions and expectations helps you to see where a jobseeker's strengths align with business needs, building jobs around strengths, not assumptions.

Job matching

Job matching is about finding the right role for the right person. It matches the jobseeker's skills, interests and support needs to roles that you've identified using job analysis.

Job customisation

Once you've found a role that is a good match for the person and the employer, it is important to ensure that the role is tailored so that the person's conditions for success are met.

Job placement

Setting a person up for a smooth transition into a role means ensuring that the person and the employer are ready and that everything is in place for successful employment.

