

Career Counseling Video Visual Description

In this video, slides with text are alternated with video of each of the three presenters in close up talking to the camera. For efficiency, the description that follows will not specify when the video of a presenter's close up replaces the slides with text.

VISUAL: The first presenter, Lee Armstrong, is wearing a green button-down shirt and seated in front of a wood-paneled wall.

SLIDE: Career Counseling. Maryland Division of Rehabilitation Services.

LEE: Hello, my name is Lee Armstrong and I work for the Division of Rehabilitation Services. I am here to talk to you about your job. This presentation is about you making the right choices and decisions for yourself about your job and where you want to look for work. With me today is Karen Reed and Janine Ross who also working with the Division of Rehabilitation Services. They will also be talking to you about your job.

SLIDE: Why are we here?

LEE: Why are we here? A new law requires us to come out and give information to everyone across Maryland who is working for less than minimum wage. This information is about the choices you have, and help that is available to find work in the community that pays at least minimum wage. Before we can help you with your choices, you need to think about your skills, strengths, likes, and dislikes and where you want to work.

SLIDE: Let's get to know you.

LEE: So let's get to know you... I will read these statements and I want you to think about your answer.

SLIDE: Four bullet points: Think about something you enjoy doing. Think about something you like to do on the weekend. Think about something that makes you mad. Think about why you like your job.

LEE: Think about something you enjoy doing. Think about something you like to do on the weekend. Think about something that makes you mad. Think about why you like your job.

SLIDE: What are your strengths?

LEE: So what are your strengths? Everyone has good things about themselves. These are called your strengths. Think about one of your strengths that you use at work. Let me ask you a question.

SLIDE: Photo of a woman washing dishes in a restaurant kitchen.

LEE: Suppose the owner of a restaurant needs someone to wash dishes at his restaurant. He says that he'll hire the person who has the best strengths or skills for that job. So what kind of strengths does a person need to be a good dishwasher? What strengths do you have that would allow you to be a good dishwasher?

SLIDE: What do you like to do?

LEE: So, what is it you like to do? A big part of choosing a job is whether you think you will like that job.

SLIDE: Photo of a man wearing a Walmart vest using a cash register.

LEE: Would you like to be a cashier? Why? What skills and strengths do you have that could help you do this job?

SLIDE: Photo of a woman stacking boxes in a warehouse.

LEE: Would you like to work in a warehouse? Why? What skills and strengths do you have that could help you do this job?

SLIDE: Soft Skills

LEE: Let's talk about the importance of soft skills. We all know to do a job, you have to have certain skills. To be a cashier you need to know how to operate the cash register. To be a warehouse worker, you need to be able to lift and carry boxes. There are also other skills that you need to be a good worker. These are called soft skills. Soft Skills are those skills that relate to your work attitudes and work behaviors. They are an important part of making you successful at your job.

SLIDE: 4 bullet points: Do you get along with your coworkers? Do you get along with your supervisor? Can you accept feedback from your supervisor? Do you get to work on time and look good.

LEE: Do you get along with your coworkers? That's a soft skill. Do you get along with your supervisor? That's a soft skill also. Can you accept feedback from your supervisor? That's another soft skill. Do you get to work on time and look good? That's definitely a soft skill.

SLIDE: What kind of person are you at work?

VISUAL: The second presenter, Karen Reed, is seated in front of the wood-paneled wall. She is wearing a white top and black-rimmed glasses.

KAREN: What kind of person are you at work? There are different types of personalities at work. These personalities help people do their jobs and solve problems at work in different ways. Knowing your personality at work can help you choose a specific type of job. Let's review different types of personalities at work. After I review each type, I want you to think if you are this type of personality at work.

SLIDE: Photo taken from above at a man writing at his desk on a paper spreadsheet. On the desk are a laptop, charts, a notebook, envelopes, a cup of black coffee and many post-it-notes. A caption reads "Doer."

SLIDE: Photo of a woman standing in front of a blackboard, staring thoughtfully at a word balloon drawn above her head on the blackboard. A caption reads "Thinker."

KAREN: Are you a Doer? You prefer to get the work done as fast as you can.

SLIDE: Photo of a woman standing in front of a blackboard, staring thoughtfully at a word balloon drawn above her head on the blackboard. A caption reads "Thinker."

KAREN: Thinker? You prefer to figure things out in your mind.

SLIDE: Photo of a man in dark sunglasses standing next to a painting of a mounted cowboy and a cow displayed on an easel. A caption reads "Creator."

KAREN: Creator? You prefer to express yourself by writing, singing, or drawing.

SLIDE: Photo of a young woman in a nurses uniform helping an elderly woman stand up from a chair. A caption reads "Helper."

KAREN: Helper? You prefer to work helping others.

SLIDE: Photo of a young woman talking on a headset microphone. A caption reads "Talker."

KAREN: Talker? You prefer to socialize.

SLIDE: Photo of a young man restocking soup on the shelves at a grocery store. A caption reads "Organizer."

KAREN: Organizer? You prefer to organize information and things.

SLIDE: Self-Advocacy & Self-Determination

KAREN: Self-Advocacy & Self-Determination. Another soft skill is called Self-Advocacy & Self-Determination. Do you know what Self-Advocacy & Self-Determination mean? It is all about making decisions and choices for yourself.

SLIDE: What decisions and choices do you make for yourself... - At home? - At work?

KAREN: What decisions and choices do you make for yourself at home? At work? Self-Advocacy & Self-Determination is all about you choosing what job you want to do and where you want to do it. Self-Advocacy & Self-Determination is also about asking for help when needed and setting goals for your life.

SLIDE: 2 bullet points: When do you ask for help at home? When do you ask for help at work?

KAREN: When do you ask for help at home? When do you ask for help at work? Another part of self-advocacy is making the right choice about your job and where you work. Staying at your current job or looking for a job in the community. I want you to think about answers to these questions:

SLIDE: Do you like your job? [2 bullet points] Why do you like your job? Why don't you like your job?

KAREN: Do you like your job? Why do you like your job? Or why don't you like your job?

SLIDE: 5 bullet points. Do you like your job? Do you think you make enough money? Would you like to find a job somewhere else? What are you good at doing? What kind of job would you like to do?

KAREN: Do you think you make enough money? Would you like to find a job somewhere else? What are you good at doing? What kind of job would you like to do?

SLIDE: How do you decide what jobs are right for you?

KAREN: How Do You Decide What Jobs Are Right For You? Look for jobs that match what you like to do, what you're good at doing, and what you want to do. This is called your interests, strengths, and preferences. Let's talk about what you can do, by yourself or with help from others to learn about jobs.

SLIDE: Photo of 15 people, each dressed to represent an occupation, such as doctor, nurse, architect, electrician, builder and business men and women.

KAREN: READ or LEARN information about your jobs of interest.

SLIDE: Photo of a young man seated at a table talking to a man and woman older than he is.

KAREN: TALK to someone who does that job. That's called informational interviewing.

SLIDE: Photo of a man and woman wearing protective glasses standing in a science lab.

KAREN: VISIT the workplace of that job. That's called job-shadowing.

SLIDE: Photo of a woman holding a scruffy dog as another women in medical scrubs holding a medicine dropper works on the dog.

KAREN: VOLUNTEER to get some experience related to that job.

KAREN: One way to learn about what jobs are right for you is a career exploration activity. Career exploration is all about learning about jobs. Career exploration will help you to learn about different types of work, pay, hours that you want to work, and benefits that might come with a job. Let's do a career exploration activity right now!

SLIDE: What would be the perfect job for you? [3 bullet points] Salary? How many hours? Location?

KAREN: I want you to think about what would be the perfect job for you. Think about salary, how many hours would you work, where would it be located?

SLIDE: 3 bullet points. What skills do you have that you will need for the job? How would you go out and get this job? What kinds of jobs did people in that job do to get a start in their careers?

KAREN: Now, I want you to think about the skills you have that you will need to do that job. Now, I want you to think about how you would go out and get this job. OK, now that you have your dream job in mind, what kinds of jobs do you think that people with that job did to get a start in their career?

SLIDE: Labor Market Information

KAREN: One way to learn about jobs that are available is using labor market information. You can use labor market information to help you make choices about where you want to work. This labor market information can tell you if jobs are available in your area, how much they pay, and what requirements are needed to do the job. Something to remember, just because you like a job and you have the skills to do the job, the job may not be available in your area for you. Your counselor will be able to help you get this information.

SLIDE: What if you need help on the job?

VISUAL: The third presenter, Janine Ross, is seated in front of the wood-paneled wall. She is wearing a sparkly purple top.

JANINE: What if you need help on the job? Think about the answers to these questions. Do you get help in doing your job now? Do you have a job coach? Having a job coach with you on the job helping you to do the work is called supported employment.

SLIDE: Supported Employment

JANINE: Supported employment could be one way that you receive help on the job. Another way that you can get help on the job is by having a job that is made just for you.

SLIDE: Customized Employment

JANINE: This is called customized employment.

SLIDE: Accommodation

JANINE: Another type of help on the job is called an accommodation. An accommodation is any change in the way things are usually done to help a person with a disability do the job. Examples are: Modifying a work schedule. Taking longer break times because of your disability. Providing a reader or interpreter. Using large print for written materials. Can you think of more examples?

SLIDE: Who can help you find and keep a job?

JANINE: Who can help you find and keep a job? People you know: your support network, family, relatives, neighbors, guardian, friends, teacher, counselor, people in your community, clubs, churches. They can help you find and keep a job.

SLIDE: Your DORS Counselor

JANINE: We've talked about you making good choices and decisions. One of those decisions can lead you to a DORS counselor for help in reaching your job goals. A DORS counselor can help you find a job that is right for you based on what you like, things you are good at doing, and what you want to do. Let's talk about how a DORS counselor can help you reach your job goals.

SLIDE: DORS Services

JANINE: DORS Services. DORS is an agency that helps people with disabilities find and keep jobs. DORS does this by providing:

SLIDE: 4 bullet points. Career Assessment. Job Training. Job Placement. Job Supports.

JANINE: Career assessment services, job training, job placement, job supports.

SLIDE How do you get help from DORS?

JANINE: How do you get help from DORS? There is an application process. You can get help from your family or people at your agency to complete the paperwork. There is an interview. After the paperwork is sent to DORS, a DORS counselor will meet to discuss your job goals and how they can help you.

SLIDE: What about your SSI & work?

JANINE: What about your SSI & work? Do you receive an SSI check? SSI is money you receive from the government because you have a disability. Many people who get a SSI check are worried about how work will affect their SSI check.

SLIDE: Work Incentives

JANINE: There are supports called work incentives that make sure that people who get an SSI check will not lose their benefits if they go to work. The truth is that working always means that you will make more money at the end of the month than if you didn't work. DORS can help you with your SSI and how it will affect work by providing benefits counseling to you and your family.

SLIDE: Where do you go from here?

JANINE: Where do you go from here? If you are thinking about changing your job, you need to talk to someone in your family. You should also talk with someone in your family about your benefits and how they will be affected if you get another job.

SLIDE: Benefits Planning Services

JANINE: To help you understand your benefits, you can receive benefits planning services. There is information in your packet that can help you understand how changing your job may affect your benefits. It is easy to ask for help from DORS. Ask your employer or family to help you use the DORS website to refer yourself. DORS can help you with preparing for and finding a job and also provide you with support on the job. DORS can also help you with understanding your SSI Benefits and what happens if you leave your current job and get a new job in the community.

SLIDE: More Information

JANINE: You will be given more information from your employer to take with you that you can look at on your own or with your family or friends about how to prepare for and get a job in the community if you choose to.

SLIDE: Congratulations!

JANINE: Congratulations! You have completed the Career Counseling session! Please make sure you have received an Information and Referral Packet from your employer.

SLIDE: For more information: Contact your DORS counselor or visit the DORS website www.dors.maryland.gov.