RETENTION STARTS AT SELECTION

Using a Realistic Job Preview to recruit, select, and retain DSPs



What is a Realistic Job Preview?

A Realistic Job Preview (RJP) is a tool that gives job candidates a preview of what a job is really like, so they can make an informed decision before they accept a job offer. RJPs give an overview of important aspects of the job. Content includes information about daily responsibilities, challenges, and successes.

A Realistic Job Preview can help a prospective Direct Support Professional (DSP) make an informed decision about accepting a position. Interviewers should consider asking questions to learn about the candidate's reactions to the video and the work portrayed. The overall goal is for the video to aid in the recruitment, selection, and retention of DSPs.

A Realistic Job Preview is available at **DSPNJ.org**
Employers may also choose to create an RJP specific to their organization and the people they serve. This can be done by creating a video, booklet or slideshow, or through direct observation.

Realistic Job Previews are important because they can:

- recruit candidates when used as a marketing tool for DSP positions
- improve selection of candidates that are a good fit for the job
- increase retention by giving a preview of the job, so suitable candidates apply for positions
- give accurate information about job responsibilities, challenges, and triumphs, so candidates can make an informed decision about job suitability
- show models of best practices for DSPs
- generate awareness of the DSP profession to job seekers and general public
- share experience of people receiving services, their supporters, and the employer
- increase visibility of people receiving supports
- improve performance and job satisfaction because job aligns with candidates' expectations

How is a Realistic Job Preview Used?

- During recruitment to promote the profession
- During the interview process to gauge candidates' reactions to video and ask about what they learned
- Before extending an offer to a candidate to ensure the job is a good fit

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