



Direct Support

A Realistic Job Preview

What is a Realistic Job Preview (RJP)?

An RJP is a recruitment strategy used to give potential employees detailed and balanced information about job expectations, the employer, and the worksite, so they can make an informed decision about accepting a job offer from the employer. RJPs provide both positive and negative information that potential staff are unlikely to know. This RJP video illustrates the real, everyday work of direct support professionals. This video provides first-person stories and advice for people considering direct support as a career choice. The topics include:

- On the job (What to expect)
- The rewards of direct support
- The challenges of direct support
- Qualities of a great direct support professional
- Lessons learned

How do RJPs Affect Recruitment and Retention?

RJPs can help reduce turnover of new staff by giving potential job candidates as much information as possible about the job expectations. When a candidate knows what to expect before accepting a job offer, it is more likely they will be satisfied on the job because they will have fewer unmet expectations about the job.

Purchasing Options

Option 1: *Direct Support: A Realistic Job Preview*

\$85 (DVD). Includes a Realistic Job Preview User's Guide.

Option 2: **Basic Customization**

Cost: \$1,800, includes 5 copies in DVD or VHS

We will make high-resolution scans of pictures you provide (20-25 images), featuring your agency and direct support professionals at work, and incorporate them into the program in a separate section highlighting the work, mission, and job expectations of your agency. We will also provide professional narration and help you in composing a script for this purpose.

Option 3: **Deluxe Customization**

Cost: \$4,500 plus travel and accommodations, includes 10 copies in VHS or DVD

We will travel to your location and provide one full day of professional video production, interviewing the agency director or other executive staff, and shooting coverage of various direct support professionals at work. The interview and footage will be edited into a new section of the program highlighting your agency's work, mission, and job expectations for new staff. We will also intercut this footage into the overall program, including your DSPs prominently in the video.

See order
form on the
back of
this flyer!

Direct Support: A Realistic Job Preview

Order Form

Option 1: *Direct Support: A Realistic Job Preview video*

\$85 (DVD) x _____ = \$ _____

Option 2: Basic Customization

Must contact Research and Training Center on Community Living to purchase this option.

\$1800 (includes 5 VHS or DVDs)

Option 3: Deluxe Customization

Must contact Research and Training Center on Community Living to purchase this option.

\$4,500 + travel and accommodations (includes 10 VHS or DVDs)

\$ _____ Sub total

\$ _____ Sales tax (MN)*

\$ _____ TOTAL (Shipping included)

Ship to: (please type or print clearly)

Name

Organization

Address

City State Zip

Phone Fax

E-mail

Send completed order form and check or purchase order (payable to the University of Minnesota) to:

Direct Support: A Realistic Job Preview

Research and Training Center on Community Living

University of Minnesota

204 Pattee Hall, 150 Pillsbury Dr. SE

Minneapolis, MN 55455

Prices include shipping and handling. Orders are sent via USPS and usually arrives within 7-10 days. To arrange faster shipping, contact the Research and Training Center on Community Living at 612-625-1566.

***Minnesota Sales Tax Rates: Minneapolis = 7.15%. Hennepin County outside Minneapolis = 6.65%**

Albert Lea, Austin, Baxter, Bemidji, Brainerd, Hermantown, Mankato, New Ulm, Owatonna, Proctor, Rochester, St. Augusta, St. Cloud, St. Joseph, St. Paul, Sartell, Sauk Rapids, Two Harbors, Waite Park, Willmar = 7%. Duluth and Cook County = 7.5%. Elsewhere in Minnesota = 6.5%