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

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.

The development of the Kansas versions of Direct Support: A Realistic Job Preview were funded by the Kansas Council on Developmental Disabilities (# DDP 04-785) awarded to the Research and Training Center on Community Living, Institute on Community Integration at the College of Education and Human Development, University of Minnesota. The University of Minnesota is an equal opportunity employer and educator. This document is available in alternate formats upon request.
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 ((612)625-1566) to purchase this option
$1800 (includes 5 VHS or DVDs)

☐ Option 3: Deluxe Customization
Must contact Research and Training Center on Community Living ((612)625-1566) 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

Orders must be accompanied by purchase order or check payable to University of Minnesota (tax ID # 416007513). We reserve the right to limit quantities on complimentary items. Prices include shipping within the U.S. (by Media Mail); for information on other shipping options and costs, contact the Publications Office. Tax-exempt Minnesota organizations: Please provide copy of exemption certificate if first time ordering.

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
109 Pattee Hall, 150 Pillsbury Dr. SE
Minneapolis, MN 55455
Phone: (612) 624-4512
Fax: (612) 624-9344

For customization inquiries please call (612)625-1566

Prices include shipping and handling. Orders are sent via USPS and usually arrives within 7-10 days. To arrange faster shipping, contact.

*Minnesota Sales Tax Rates: Minneapolis = 7.4%. Hennepin County outside Minneapolis = 6.9%. St. Paul = 7.25%. Ramsey County outside St. Paul, Anoka County, Dakota County, Washington County = 6.75%. Albert Lea, Austin, Baxter, Bemidji, Brainerd, Hermantown, Mankato, New Ulm, Owatonna, Proctor, Rochester, St. Augusta, St. Cloud, St. Joseph, Sartell, Sauk Rapids, Two Harbors, Waite Park, Willmar = 7%. Duluth = 7.5%. Elsewhere in Minnesota = 6.5%.