

POTENTIAL CHALLENGES TO FINDING AND/OR KEEPING A JOB

1. **Housing Assistance** – Needs adequate housing.
2. **Food/Clothing** – Needs adequate food and or clothing.
3. **Transportation** – Needs regular transportation to find employment, access career office services, and/or receive training.
4. **Child Care** – Needs child care to find employment, access career office services, and/or receive training.
5. **Family Support** – Needs family support (moral or financial) to find employment, access career office services, and/or receive training.
6. **Physical Limitations** – Has a physical limitation that may impair getting career office services, job interviews, work, and/or training. May include: general health; limitations in lifting, standing, sitting, bending; vision; hearing; weight; dental; substance abuse; tobacco use; mental health.
7. **Criminal Record** – has record of arrest or conviction that makes finding suitable work or training a challenge.
8. **Serious Debt** – May limit employment and training options. May include garnished wages, student loan default, pending litigation, child support payments, eviction, or foreclosure.
9. **High School Diploma/GED** – Needs high school diploma or GED to increase employment and training opportunities.
10. **Occupational Skills** – Needs marketable occupational skills to improve employment options.
11. **Limited English Proficiency** – May narrow employment and training opportunities and complicate communication with staff.
12. **Basic Skills** – Needs sufficient basic skills to get employment and/or further education.
13. **Resume** – Needs sufficient resume-writing skills to get employment.
14. **Interviewing Skills** – Needs sufficient interviewing skills to get employment.
15. **Grooming Skills** – Needs to improve grooming to get employment.
16. **Job Search Strategy** – Needs a comprehensive job search strategy.
17. **Job Retention Skills** – Needs skills to retain employment. May include: history of poor attendance, problems getting to work on time, problems with supervision/criticism, problems working with others, not flexible/able to adapt.

Note: This information is intended as a useful guide for Workforce Solutions staff. Entry into TWIST Needs Assessment tab is not required. Record Planned and Actual supportive services on TWIST.