Realistic Job Preview

Kansas Workforce Initiative

~A service of the Children’s Bureau

University of Kansas School of Social Welfare
Realistic Job Preview (RJP)

A recruitment strategy that provides job applicants with balanced information about the job to facilitate a *better fit* between the needs of applicants and demands of the workplace.

(Graef, 2008)
Purpose of RJP

• Provide applicants with accurate understanding of job and organization

• Allows for informed decision making about seeking employment

• Increase job satisfaction and reduced turnover
RJP Format

- In-person, verbal exchange
- Job shadowing
- Written (scrapbook, brochure)
- Video (interview or documentary style)
- Frequently Asked Questions (FAQ’s) list
- Hybrid

View the Colorado Realistic Job Preview Video and learn more about the reality of a career in child welfare:

http://209.236.76.250/~chwelvid/
Critical Components

- Focus on key aspects of job
- Balance positive and negative aspects
- Focus on feelings not just tasks
- Use actual staff as credible sources

(Cornerstones for Kids, 2006)
Research on RJP Effectiveness

- Complex or difficult work
- “Invisible” positions
- High rates of early turnover
- Used as early in process as possible

- Impact on:
  - Turnover
  - Job acceptance
  - Post-employment job satisfaction

(Cornerstones for Kids, 2006)
Evaluation of RJP

• Impact on Turnover
  ▫ Michigan employees who saw the RJP had 1st year turnover rate of 6.2% compared to 21.6% turnover for those who did not.

(Cornerstones for Kids, 2007)
Evaluation of RJP

- Impact on Job Acceptance
  - Interested people become more interested and uninterested people become less interested.
  - “I would have never taken this job if I had a better understanding of what it was going to be like”
    - Viewed RJP = 2.9% strongly agreed
    - Did not view RJP = 20.5% strongly agreed

(Cornerstones for Kids, 2007; Graef & Potter, 2002)
Evaluation of RJP

- Impact on Post-employment Job Satisfaction
  - RJP significantly increased job knowledge
  - Lowered job expectations to meet actual job
  - More RJP viewers satisfied with job
    - 76.4% at least somewhat satisfied compared to 62.8%
    - 2.9% viewers not at all satisfied compared to 15.5%
  - More RJP viewers felt able to cope with job pressures
    - 76.3% RJP viewers agreed compared to 59.8%

(Cornerstones for Kids, 2007; Graef & Potter, 2002; Premack & Wanous, 1985)
Steps for developing RJP

- **Preparation:**
  - Assemble development team, review existing RJP’s

- **Planning:**
  - Gather information from staff about positive and negative aspects of job
    - What is the best/most challenging parts of your job?
    - What makes you want to stay at this org or in this job?
    - What so you wish you would have known about job prior to becoming a cw worker?
  - Summarize information applicants unlikely to know
  - Select format for presenting info to applicants

- **Production, Implementation and Evaluation**
  (Larson & Hewitt, 2005)
What are current recruiting challenges?
What are the similarities in the work across agencies?
What are the differences in work across agencies?
What unique features of child welfare work should be highlighted?
What format of RJP would work in your agency?
Kansas RJP

- Where We Are So Far
- Other Ideas for Funding and Support
- Questions ??