



JOBS FOR THE FUTURE

ADDING A GENDER LENS TO NONTRADITIONAL JOBS TRAINING

CREATED BY WIDER OPPORTUNITIES FOR WOMEN

APRIL 2017

TOOL 1.7 SELF ASSESSMENT: CONSIDERING A CAREER IN A NONTRADITIONAL OCCUPATION

Nontraditional occupations such as CNC operator and maintenance technician offer many rewarding, challenging careers with good wages and advancement opportunities. However, these jobs are not for everyone. This self-assessment can help training program candidates or participants determine if a nontraditional occupation is a good match for them. Questions span career interests (e.g., physically demanding work), working style (e.g., being part of a project team), and logistics (e.g., reliable transportation). Organizations can provide this self-assessment at information sessions before the start of a training program or use it as part of job development services once training is underway. This tool includes both generic questions and occupation-specific questions for construction, trucking, and warehousing.

WHO SHOULD USE THIS TOOL

Program participants; potential program participants

This tool is part of Adding a Gender Lens to Nontraditional Jobs Training, created by Wider Opportunities for Women for the GreenWays initiative and revised by JFF as part of the Delivering the TDL Workforce initiative. All tools are available online at: <http://www.jff.org/newlensonjobs>.

Supported by the Walmart Foundation, Delivering the TDL Workforce expanded high-quality transportation, distribution, and logistics training programs in ten regions and promoted best practices in program design and delivery, employer engagement, and workforce partnership development. GreenWays was supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

CONSTRUCTION

Name: _____

Please take the time to honestly rate your ability in the following categories using this scale:

5=excellent **4**=good **3**=fair **2**=needs improvement **1**=poor

1. _____ I can show up every day on time for work or training with no excuses.
2. _____ I always have a back-up work transportation and/or child care plan.
3. _____ I can work hard at a steady pace without complaining.
4. _____ I can solve puzzles and problems.
5. _____ I can pass regular drug tests, even those that detect marijuana usage three months after use.
6. _____ I can manage my personal issues (like relationships and credit problems) so that they do not interfere with work.
7. _____ I can keep my cell phone service on consistently.
8. _____ I can picture myself staying in the same career for the next 20 or 30 years.
9. _____ I can fix things in my home when they break, like electronics or furniture.
10. _____ I can work at a place where I am an "only"—for example, the only person of my gender, my race, my age, my criminal background, or who is a parent.
11. _____ I can work on a project with people even if I don't like them.
12. _____ If my boss is in a hurry and gives me directions in an angry way, I can do my work without getting hurt feelings.
13. _____ I can work in a physically demanding environment for long periods of time.
14. _____ I can work outside in all types of weather—rain, wind, heat, snow.
15. _____ I can work in small, confined places or at high heights.
16. _____ I can work in places that are noisy, dirty, wet, smelly, and potentially dangerous.
17. _____ I have reliable transportation to get to work on time and to drive to other sites during the day.
18. _____ I can work from a recipe, pattern, or blueprint.
19. _____ I can operate hand and power tools safely.
20. _____ I can wake up when it's still dark outside.

_____ **Total score** (add up all responses from 1-20)

SCORE:

80 - 100 points = Strongly consider a career in a nontraditional occupation!

60 - 59 points = A career in a nontraditional occupation *might* be a good fit, but more information is needed.

Fewer than 58 points = Another career path would likely be a better fit.

LOGISTICS

Name: _____

Please take the time to honestly rate your ability in the following categories using this scale:

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2. _____ I always have a back-up work transportation and/or child care plan.
3. _____ I can work hard at a steady pace without complaining.
4. _____ I can solve puzzles and problems.
5. _____ I can pass regular drug tests, even those that detect marijuana usage three months after use.
6. _____ I can manage my personal issues (like relationships and credit problems) so that they do not interfere with work.
7. _____ I can keep my cell phone service on consistently.
8. _____ I can picture myself staying in the same career for the next 20 or 30 years.
9. _____ I can fix things in my home when they break, like electronics or furniture.
10. _____ I can work at a place where I am an "only"—for example, the only person of my gender, my race, my age, my criminal background, or who is a parent.
11. _____ I can pay close attention to order and shipment details.
12. _____ I can work on my feet.
13. _____ I can work well on teams.
14. _____ I can keep records of orders and inventory.
15. _____ I can learn to use computers and inventory.
16. _____ I can operate heavy machinery.
17. _____ I can work in hot or cold spaces, or outside.
18. _____ I can handle loading or unloading freight.
19. _____ I can respond constructively to customers.
20. _____ I can organize merchandise efficiently.

_____ **Total score** (add up all responses from 1-20)

SCORE:

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60 - 59 points = A career in a nontraditional occupation *might* be a good fit, but more information is needed.

Fewer than 58 points = Another career path would likely be a better fit.

TRUCKING

Name: _____

Please take the time to honestly rate your ability in the following categories using this scale:

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2. _____ I always have a back-up work transportation and/or child care plan.
3. _____ I can work hard at a steady pace without complaining.
4. _____ I can solve puzzles and problems.
5. _____ I can pass regular drug tests, even those that detect marijuana usage three months after use.
6. _____ I can manage my personal issues (like relationships and credit problems) so that they do not interfere with work.
7. _____ I can keep my cell phone service on consistently.
8. _____ I can picture myself staying in the same career for the next 20 or 30 years.
9. _____ I can fix things in my home when they break, like electronics or furniture.
10. _____ I can work at a place where I am an "only"—for example, the only person of my gender, my race, my age, my criminal background, or who is a parent.
11. _____ I can work non-traditional hours .
12. _____ I can be away from home for extended periods.
13. _____ I can motivate myself to work independently.
14. _____ I can be reliable and meet deadlines, especially when under pressure.
15. _____ I can keep good records.
16. _____ I can feel comfortable driving at night.
17. _____ I can accept an irregular work schedule.
18. _____ I can handle loading and unloading freight.
19. _____ I can be courteous to clients.
20. _____ I can learn the mechanical skills needed to maintain a vehicle.

_____ **Total score** (add up all responses from 1-20)

SCORE:

80 - 100 points = Strongly consider a career in a nontraditional occupation!

60 - 59 points = A career in a nontraditional occupation *might* be a good fit, but more information is needed.

Fewer than 58 points = Another career path would likely be a better fit.