



LANE COUNTY
M003
M004
Updated 06/26/06
Updated 02/08/08

EMPLOYMENT SPECIALIST 1 EMPLOYMENT SPECIALIST 2

CLASS SUMMARY: To perform professional level assessment, placement, training or support services toward employment of individuals; and to perform related duties as assigned.

CLASS CHARACTERISTICS:

Employment Specialist 1: This is the entry level class in the Employment Specialist series. This class is distinguished from the Employment Specialist 2 by the performance of the more routine tasks and duties assigned to positions within this series. Employees at this level are not expected to perform with the same independence of direction and judgment on matters related to established procedures and guidelines as are positions allocated to the 2 level. Since this class is typically used as a training class, employees may have only limited work experience. Employees work under immediate supervision while learning job tasks.

Employment Specialist 2: This is the full journey level class within the Employment Specialist series. This class is distinguished from the Employment Specialist 1 by the assignment of the full range of duties assigned. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and they are fully aware of the operating procedures and policies within the work unit. Positions in this class are flexibly staffed and may be filled by advancement from the 1 level.

SUPERVISION RECEIVED AND EXERCISED:

Employment Specialist 1

Receives supervision from designated manager or supervisor. May receive technical and functional supervision from other designated staff.

Employment Specialist 2

Receives general supervision from designated manager or supervisor. May receive technical and functional supervision from other designated staff.

TYPICAL CLASS ESSENTIAL DUTIES: (These duties are a representative sample; position assignments may vary.)

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| 1. | Screens and assesses applicants to program and makes referral to appropriate services; prepares, develops and presents program information to orient applicants; provides feedback to clients and directs them to appropriate resources. |
| 2. | Maintains career planning and resource center; monitors, reviews and changes assessment tools, materials and work samples; administers and interprets vocation evaluation tests; develops individual job search strategies. |

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3.	Assesses needs in community for specific jobs and identifies skills required by those jobs; develops curriculum and materials and conducts job search workshops.
4.	Monitors participant progress during program; directs clients' actions and conducts follow-up of participants after completion; places participants with appropriate employers.
5.	Prepares, processes, and modifies contracts; performs paper and on-site monitoring of subcontractors.
6.	Maintains client and statistical records and prepares reports; conducts research, analyzes data and prepares reports.
7.	Assists in the development and creation of marketing materials; assists in the development of marketing strategy by conducting and analyzing market surveys.
8.	Assists in the identification of additional resources and the completion of grant applications.
9.	May coordinate work of a group of assigned staff.

Knowledge of (position requirements at entry):

Employment Specialist 1

- Business, employment, and vocational training practices.
- Job search strategies.
- Interviewing techniques.
- Principles and practices of contract preparation and administration.
- Vocational evaluation techniques and testing tools.
- Principles and practices of marketing.
- Principles and techniques of research, statistical correlation and report writing.

Employment Specialist 2 - In addition to the qualification of Employment Specialist 1:

- Principles and practices of employment and training programs.
- Principles and procedures of vocational training.
- Local social service agencies and vocational education programs.
- Principles and practices of grant writing.

Ability to (position requirements at entry):

Employment Specialist 1

- Develop and conduct training workshops.
- Monitor and direct clients.
- Conduct, analyze, and interpret research, and prepare accurate reports.
- Communicate effectively, both orally and in writing.
- Interpret applicable laws, regulations, policies and program standards and recommend appropriate decisions.
- Establish and maintain effective working relationships with those contacted in the course of work.

Employment Specialist 2 - In addition to the qualification of Employment Specialist 1:

- Provide effective vocational assessment and counseling for participants of all ages and backgrounds.

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- Interpret applicable laws, regulations, policies and program standards and make sound appropriate decisions.
- Evaluate training workshops.

Training and Experience (positions in this class typically require):

Employment Specialist 1

Equivalent to a Bachelor's degree from an accredited college or university with major course work in social services, business, public administration, or a related field. One year of responsible professional employment training experience is desirable. An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

Employment Specialist 2 - In addition to the qualification of Employment Specialist 1:

Equivalent to a Bachelor's degree from an accredited college or university with major course work in social services, business, public administration, or a related field. Two years of responsible professional employment training experience. An equivalent combination of experience and training that will demonstrate the required knowledge and abilities is qualifying.

NOTE: This position is represented by AFSCME Local 2831.

Classification History:

Deminimus changes updating definition & supervision received & exercised approved by County Administrator 02/08/08. Deminimus changes updating language approved by County Administrator 06/27/06.

FLSA Status: Employment Specialist 1 - Non-Exempt

FLSA Status: Employment Specialist 2 - Exempt