Quick Reference Card: Fit

# Fit

The **Fit** tab provides an analysis of the occupation based on the user’s profile. It compiles the available information from the other tabs, including **Related Jobs**, **Jobs**, **Viability**, **Suitability**, and **Training**, includes a Social Security benefits calculator, and indicates strengths and potential challenges based on the **My Stuff** profile.

Tabs under the O*NET Job Family Information screen include, from left to right, Overview, Fit, Related Jobs, Jobs, Jobs, Viability, Suitability, Training, and Print. The Fit tab is selected.

At the bottom of the **Fit** screen, the user can save the occupation and/or record a comment for future reference.

From a counselor account, if a **My Stuff** profile is being used, the client’s name will appear at the top of the **Fit** screen, along with the occupation title that was selected.

The **Fit** analysis includes the following viability-related information.

| **Item** | **Description** |
| --- | --- |
| General | General information relating to the **Basics** tab that the client completed during profile creation (e.g., whether the occupation is suitable for full time or part time work). |
| Salary Analysis | Salary range for occupation specific to user’s city of residence, current, average salary for the area, and whether or not the occupation meets the client’s desired wage. |
| Experience Analysis | How much experience employers require, and whether or not the user’s work experience includes transferable skills; what knowledge and skills the user might need to acquire for the occupation and what knowledge and skills the user might already have based on previous work experience. |
| Job Trends | Projected state growth and number of local and state job openings. |

If a client entered Social Security Income (SSI) and/or Social Security Disability Insurance (SSDI) values in the **Basics** tab during account creation, the **Fit** tab will compare the benefit income to the income with a job in the selected occupation over time.

The **Fit** analysis includes the following suitability-related information.

| **Item** | **Description** |
| --- | --- |
| Potential Work Environment Issues | Compares the selections made under the **Work Context** tab, to the typical requirements for the selected occupation |
| Education Analysis | Whether the user’s education level is appropriate for the occupation |
| Interest Profile Analysis | Whether the chosen occupation fits with the user’s interest profile |
| Top Work Styles Comparison | Compares the Work Styles from the job title the user selected as his or her “favorite” under the Work History tab, to the Work Styles for the selected occupation |
| Top Work Values Comparison | Compares the Work Values from the job title the user selected as his or her “favorite” under the Work History tab, to the Work Values for the selected occupation |

| Icon | **Description** |
| --- | --- |
| The counselor icon indicates there is a related tip for VR counselors to use. | When considering the information in the **Fit** tab, some possible considerations may be:   * + How does this occupation compare to my profile?   + With the strengths and potential challenges, is this still something that holds my interest? Is this something I could do?   + How can I build upon my strengths to become the ideal candidate for this occupation?   + What can I do to address the potential challenges? |
| The further exploration icon identifies resources for further exploration related to a specific topic. | If certain requirements, preferences, or labor market conditions make the selected occupation “unfit” for your client, the **Related Jobs** tab can be used to explore similar occupations that might be a better fit (see *Related Jobs* **Error! Bookmark not defined.**). |
| Identifies tips and tricks for intermediate and advanced users of The Career Index Plus. | The **Fit** tab can focus counseling conversations on how to build upon strengths, and how to address potential challenges. This can change the counselor’s role to career coach, cheerleader, and mentor, rather than bearer of bad news. |