

Human Service to Business: Terminology Translation

What Human Service People Say	What Business People Say
Agency or program	Organizations or business
Service provider	Employment agency / Employment Service
<i>Clients and consumers</i>	Job candidates and applicants
<i>Employment specialist</i>	Recruitment specialist
Vocational rehabilitation counselor	Employment counselor, career counselor
<i>Supported employment services</i>	Employment services
<i>Job development</i>	Recruitment assistance, identification of labor needs
<i>Job analysis</i>	Identification of job functions
Vocational assessment	Determination of work skills, career interests and professional goals
Job matching	Matching needs and qualifications
Situational assessment	Job shadowing
Mobility training	Transportation training
On-the-job evaluations	Performance evaluations
<i>Job placement or placing people</i>	Assisting people with finding jobs, becoming employed; assisting companies with recruiting, hiring and staffing
Working interview	Hands on skill demonstration
Job modifications	Job accommodations
Assistive devices	Reasonable accommodations
<i>Job carving</i>	Restructuring of a position
<i>Job coaching</i>	Post-hire follow-up services
Social integration	Opportunities to socialize with co-workers
Integrated work environment	Opportunity to work as a team member
Job coaching, job counseling, job modifications, job interventions, site visits, fading, follow-up services	On-going consultation, as needed
The employer	Name of company, organization, director of human resources employment manager, recruiter, human resources generalist staffing specialist