

DISCREPANCY ANALYSIS

Applicant's Name:		Job Analysis Site:
Job Analysis / Requirement: Transportation	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Rate of Pay	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Financial Considerations	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Work Schedule	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Essential Job Functions	Applicant Skill:	Match: Yes No Describe supports, interventions, comments :
Job Analysis / Requirement: Secondary Job Functions	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Productivity Factors: <input type="checkbox"/> Quality <input type="checkbox"/> Speed <input type="checkbox"/> Precision; detail <input type="checkbox"/> Sustained concentration <input type="checkbox"/> Multi-step tasks <input type="checkbox"/> Flexibility (changes in routine, instruction) <input type="checkbox"/> Tolerance for repetition <input type="checkbox"/> Judgment (independent decisions based on established criteria) <input type="checkbox"/> Independence/initiative	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :

Functional Academics: <input type="checkbox"/> Reading <input type="checkbox"/> Writing <input type="checkbox"/> Math <input type="checkbox"/> Money Handling	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Physical Demands, Strength and movement: <input type="checkbox"/> Lifting/carrying <input type="checkbox"/> Walking <input type="checkbox"/> Sitting <input type="checkbox"/> Standing <input type="checkbox"/> Climbing (agility) <input type="checkbox"/> Balancing (equilibrium) <input type="checkbox"/> Twisting/bending <input type="checkbox"/> Stooping/kneeling <input type="checkbox"/> Reaching/handling <input type="checkbox"/> Fingering/feeling	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Sensory/Communication: <input type="checkbox"/> Vision <input type="checkbox"/> Hearing <input type="checkbox"/> Speaking	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Environmental Demands: <input type="checkbox"/> Inside/outside <input type="checkbox"/> Temperature <input type="checkbox"/> Wet/humid <input type="checkbox"/> Noise/vibration <input type="checkbox"/> Hazards (tools, machines, toxic materials) <input type="checkbox"/> Air quality (fumes, odors, dust, gases)	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Social Interaction: <input type="checkbox"/> Co-workers <input type="checkbox"/> Customers/public	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Distractions: <input type="checkbox"/> Noise <input type="checkbox"/> Visual <input type="checkbox"/> People in close proximity <input type="checkbox"/> Traffic/activity	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :

Clothing/tools/equipment:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Appearance/hygiene:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Typical job stressors:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Supervision:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Orientation & Training: (employer provided)	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Resources for support and reinforcement on the job:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Resources for support and reinforcement off the job:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :
Other:	Applicant Skills:	Match: Yes No Describe supports, interventions, comments :