

# 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 :
<b>Productivity Factors:</b> <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 :

<b>Functional Academics:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Reading</li> <li><input type="checkbox"/> Writing</li> <li><input type="checkbox"/> Math</li> <li><input type="checkbox"/> Money Handling</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :
<b>Physical Demands, Strength and movement:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Lifting/carrying</li> <li><input type="checkbox"/> Walking</li> <li><input type="checkbox"/> Sitting</li> <li><input type="checkbox"/> Standing</li> <li><input type="checkbox"/> Climbing (agility)</li> <li><input type="checkbox"/> Balancing (equilibrium)</li> <li><input type="checkbox"/> Twisting/bending</li> <li><input type="checkbox"/> Stooping/kneeling</li> <li><input type="checkbox"/> Reaching/handling</li> <li><input type="checkbox"/> Fingering/feeling</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :
<b>Sensory/Communication:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Vision</li> <li><input type="checkbox"/> Hearing</li> <li><input type="checkbox"/> Speaking</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :
<b>Environmental Demands:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Inside/outside</li> <li><input type="checkbox"/> Temperature</li> <li><input type="checkbox"/> Wet/humid</li> <li><input type="checkbox"/> Noise/vibration</li> <li><input type="checkbox"/> Hazards (tools, machines, toxic materials)</li> <li><input type="checkbox"/> Air quality (fumes, odors, dust, gases)</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :
<b>Social Interaction:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Co-workers</li> <li><input type="checkbox"/> Customers/public</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :
<b>Distractions:</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Noise</li> <li><input type="checkbox"/> Visual</li> <li><input type="checkbox"/> People in close proximity</li> <li><input type="checkbox"/> Traffic/activity</li> </ul>	Applicant Skills:	Match:    Yes        No Describe supports, interventions, comments :

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