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## **Reducing Academic Barriers to Employment Through Design of Jobs and Selection Systems**

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### **Need**

Some organizations have fewer good candidates than needed  
Some individuals have fewer good job opportunities than desired.  
Fewer jobs for candidates with low academic preparation (e.g., EMT vs Firefighter)

### **Approach**

Reconceptualize selection process  
- multiple paths of entry  
- additional, balanced focus on non-academic areas (e.g., reliability, sociability)  
- minimize unnecessary academic content in jobs  
Provide motivation for candidates to acquire needed academic skills  
Provide guidance to candidates wishing to acquire needed academic skills  
Redesign jobs (e.g., decimal versus common fractions, clear written documentation)

### **Related Web Sites**

*<http://personnelselection.com/adverse.impact.htm>*  
*<http://personnelselection.com/siop2002.htm>*  
*<http://personnelselection.com/Cultural.Bias.Review.Guidelines5.pdf>*

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