

## **Welfare-to-Work Definitions**

**Job Creation:** Agencies, organizations, or businesses create a job for an individual.

Example: 1) A company creates a specific job for a specific person.

or

2) A company expands and creates new jobs never before filled by an individual but not created for a specific person. They are simply filling a need.

**Job Development:** The process of marketing a Welfare-to-Work participant to an employer, including informing an employer about what the participant can do and soliciting a job interview for that individual with the employer.

**Job Search Assistance:** The process of providing instruction and support to a Welfare-to-Work participant, to help he/she gain the needed skills to acquire full-time employment. The services provided may include, but are not limited to, resume writing, interviewing skills, labor market guidance, telephone techniques, information on job openings and job acquisition strategies, as well as the providing of office space and supplies for a job search.