Job Retention

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Synonyms

[Career maintenance](#); [Job stability](#)

Definition

The extent to which an individual remains employed continuously over an extended period of time.

Current Knowledge

Recent reenvisioning of vocational services focuses less on initial preparation for and placement of individuals into employment situation and more on continuing success and advancement in the workforce. With employment viewed more as an ongoing process and less as an event,

focusing on career success is intended to promote career growth and stability, which is in the best interest of both consumers and employers. On-the-job consultation and support services, usually provided by employment specialists, include training and coaching, consultation regarding productivity barriers and reasonable accommodations, and career enhancement efforts. Vocational rehabilitation providers recently increased their staffing of career maintenance specialists to accommodate this growing trend.

Cross-References

- ▶ [Employment Specialist](#)
- ▶ [Jobsite Training](#)
- ▶ [Supported Employment](#)
- ▶ [Vocational Rehabilitation](#)

References and Readings

- Langman, C. (2012). *Introduction to vocational rehabilitation: Policies, practices and skills*. New York: Routledge.
- Strauser, D. R. (2013). *Career development, employment, and disability in rehabilitation: From theory to practice*. New York: Springer.