



Visual Resumes

Transition Improvement Grant

[Regional Coordinators: Contact Us Here!](#)

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Padlet Link: <https://bit.ly/2rlf8wx>

Objective: To move youth self-advocacy and employment forward utilizing technology to capture and highlight employment skills in a way the traditional resume does not.

Description: A visual resume is a tool using images and videos to showcase skills and abilities. A visual resume can be used to enhance a typical resume or can be used alone to support job development.

A Team Approach:

- Using a team can help to support a well-rounded visual resume. Team members can include: student, family members, educators, and adult agencies that have a shared interest (i.e. Division of Vocational Rehabilitation (DVR) and Aging and Disability Resource Center (ADRC)).
- Consider using visual resumes as a part of your district's Academic and Career Plan (ACP) programming for a more inclusive approach to ACP.

Why a Visual Resume:

- A picture is worth a thousand words
- Highlights skills and abilities
- Allows students to show their work verses only articulating skills verbally
- Engages families in unique way
- Increases self-advocacy skills

What to Include in a Visual Resume:

- Performance photos/videos depicting work skill
- Professional headshot for cover photo
- Photos/videos that display a connection to the community
- Extra Curricular Photos/Videos
- Photos/Videos that show particular interests, skills, or knowledge
- Photos/Videos that show communication
- Photos/Videos that show employment related personality traits

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Tips:

- Shut off date/time of camera
- Collect photos/videos over time to showcase development
- Choose photos that exhibit competent performance
- Make sure to get a release of information to share photos and videos.
- Use strong action words to describe the skill being showcased
- Provide clear communication of the individual's skills for the employer

Examples of Visual Resume Platforms:



What Employers Are Saying:

- “I wish every high school student would use a visual resume to showcase abilities and skills.”
- “A visual resume opens up doors for discussions about skills that I wouldn't see on a paper application.”
- “You see past the disability.”
- “It's a great tool to see the skills they have and to see if it matches what I need.”
- “I used the visual resume when approaching potential employers. I used the visual resume to promote the student's abilities and experiences. A local church was interested and asked for a copy of the visual resume to share with the board as they discussed the opportunity to add this position to their staff and employ this student.” *Job Developer*

What Educators Are Saying:

- “Students demonstrated leadership, teamwork, problem solving and communication skills through these activities.” *High School Teacher*
- “Visual resumes have been a great tool to share students' vocational experiences with families, DVR, job developers and other teachers. For some students, this gives them a voice and a way to tell their story to promote more community work experiences and paid employment. For others, it helps them to talk about what they have done by providing visual cues.” *High School Teacher*
- “Visual resumes help those who need assistance to tell their employment story.” *High School Teacher*
- “I love using visual resumes to showcase employment experiences for students, especially those who struggle to tell the story themselves.” *High School Teacher*

What Youth/Families Are Saying:

- “When I first saw it, I was like WOW, his actions will speak louder than words which will help with employment.” *Parent*