

ANSWERING THE TOUGH QUESTIONS:

How CAS (Career Assessment Services) can assist the client and Rehabilitation Counselor

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LEARNING OBJECTIVES

Participants will...

- Gain an understanding of the options available for different career assessment services
- Identify criteria for selecting clients from various caseloads as the most appropriate for career assessment services
- Gain an understanding of what to expect as a result in a final report from each career assessment service, as well as how to use and apply the recommendations to best serve and work with clients in reaching their Individualized Plan for Employment (IPE) goals

CAS and DORS PARTNERSHIP

Emphasis: Our purpose is to serve clients and you

Roles: Rehabilitation Counselor vs Certified Vocational Evaluator

Needs: Shared Resources/Information

***THERE IS SOMETHING FAR
GREATER THAN ABILITY, THAT IS
THE ABILITY TO RECOGNIZE
ABILITY.***

-ELBERT GREEN

VOCATIONAL ASSESSMENT

- A comprehensive process with the purpose of identifying individual characteristics, education, training, and placement needs, serving as the basis for planning an individual's educational program, and which provides the individual with insight into vocational potential.
- A process of gathering relevant information to make decisions.
- Identifying “where a person is” and starting there
- Identifying needs, dreams, preferences, interests, and strengths
- Helping someone find all his or her “can do’s”

Assessment Purpose

Know Yourself

Know Your Options

What are your strengths and needs, interests, abilities, and work preferences?

Make a Good Choice

What kind of job and career options are available to you? Where could you find training or education to prepare for that job?

By knowing yourself and the options that are available to you, you can choose a job or career that you will find satisfying, be successful in and will want to stick with.

Principles of Career Assessment

- Using a **variety** of approaches and methods is essential to provide fair and accurate career assessment.
- Career assessment information (findings) must be verified or **triangulated**.
- **Behavioral observation and personal interaction** are essential in the career assessment process.
- Career assessment is **ongoing and developmental**.
- Career assessment is required to **make decisions** and **develop plans**.
- Career assessment never stands alone, it represents an **integral part of larger service** processes or systems.

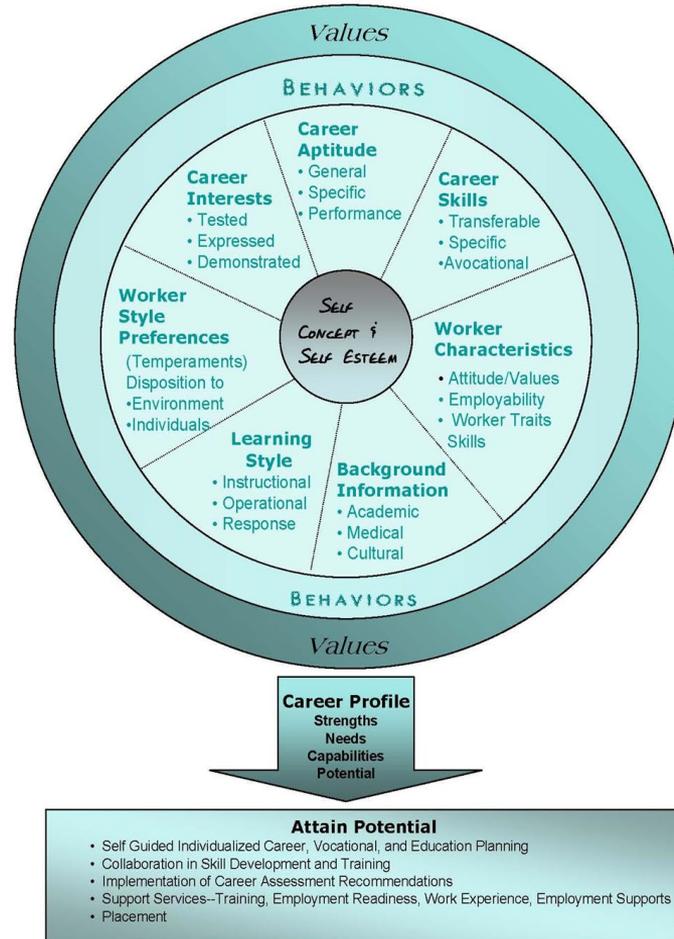
Principles of Career Assessment - cont...

- To have value, assessment must be **used and useful**.
- Career assessment requires **collaboration** and several sources of input.
- Career assessment information must be **current, valid and relevant**.
- Career assessment is grounded in vocational and work **contexts**.
- Career assessment is a **process** not a product.
- Career assessment processes are **systematic and organized, but flexible**.

Five Essential Components of CAS

1. Regardless of which assessment option is chosen, the **participation and input of the individual** is essential and will be included throughout the process particularly during each of the following activities:
 - determining the purpose of the assessment
 - developing the individual assessment plan
 - reviewing, discussing, and documenting results
 - making recommendations.
2. Any assessment process will be **sensitive to cultural, linguistic, ethnic, and other environmental considerations**.
3. Any assessment process will include **vocationally relevant observations and temperament factors**.
4. **Assistive technology** needs will be considered in the delivery of each of the service options.
5. Regardless of which service option is selected, **results will be summarized, synthesized, and interpreted in written form, which is understandable to the individual**.

Career Assessment: Integrative Assessment of the Total Individual



CAREER ASSESSMENT SERVICES

- Itemized
- Focused
- Exploratory
- Comprehensive
- Community-Based
- Investigative (virtual)
- Hybrid CAS

ITEMIZED ASSESSMENT

An individual assessment tool/instrument or method used to answer a very specific referral question.

FOCUSED ASSESSMENT

Assessment to determine the feasibility of a specific chosen career area as a career goal (can include real or simulated work).

EXPLORATORY ASSESSMENT

A process utilizing career exploration resources and/or methods designed to provide information on the next step in long range planning for the individual. It includes investigation and education in jobs and job clusters, taking into consideration the individual's interests, needs, abilities and functional capacities.

COMMUNITY BASED ASSESSMENT

A holistic assessment of an individual's interests, needs, and abilities in a job/worksites setting located in the community. Community-based assessment is an umbrella term depicting a category of methods, which may include:

- Situational assessment
- On-the-job evaluations
- Job tryouts or trials
- Supported Employment assessment

COMPREHENSIVE ASSESSMENT

It is a holistic, broad-based intensive process, which is: grounded in the use of real or simulated work, individualized, and the process uses a combination of all typical assessment methods with the possible (but not required) exception of a community-based assessment. It is appropriate for individuals who:

- would have difficulty handling the reading or motor activity required to independently perform the paper/pencil assessment activities typically utilized as part of an Exploratory Career Assessment
- have sensory impairments which require significant accommodation to enable their participation
- have never worked or have a significant period of absence from the workforce
- due to their disability, require an extended period of observation to determine their work behaviors

INVESTIGATIVE ASSESSMENT

The purpose of this assessment is to begin the process of developing a vocational goal. The assessment does not rely on proctored or timed evaluations, but instead on assessment tools that are accessible to the individual in a guided virtual environment. The outcome of the assessment is to more closely identify a vocational area that the individual is interested in and can further explore either through a more comprehensive assessment at a later date or with their counselor as they progress to the Individual's Employment Plan.

If additional information is needed, a face to face assessment can be scheduled for a later date that includes aptitude and achievement information and synthesizes both experiences. That assessment (typically an Exploratory Assessment) will be billed at a rate equaling the difference between the Investigative Assessment and the full Exploratory Assessment.

REFERRAL FORM AND QUESTIONS

Referring documents are critical to planning an effective CAS experience

- Selecting the appropriate option
- Selecting tools
- Creating an assessment plan
- Engaging the person as a partner

ITEMIZED ASSESSMENT

Referral question examples:

- What is this person's typing speed?
- What are this person's vocational interests?
- What is this person's mechanical aptitude?
- What are this person's academic achievement levels?
- What are this person's scores on a practice GED test?
- Based on review of the records, would this individual benefit from additional vocational assessment options? Specify which option.

FOCUSED ASSESSMENT

Referral question examples:

- Can this person learn and perform the duties and tasks of a secretary?
- Can this person learn and perform the duties and tasks of a welder?
- Can this person learn and perform the duties and tasks of an auto mechanic?
- Does this person possess the skills, temperaments, and behaviors to work in a management position?

EXPLORATORY ASSESSMENT

Referral question examples:

- What are this person's vocational strengths, needs and options?
- Does this person's disability have an impact on his/her specified career objective?
- Are his/her interests aligned with projected labor market needs?
- What are this person's transferable skills?
- What are this person's general aptitude, academic achievement levels and vocational interests?

COMMUNITY BASED ASSESSMENT

Referral Questions might include:

- How much support/training would this person need to be gainfully employed?
- Does this person demonstrate appropriate work behaviors on the job?
- Why is this individual having difficulty on his job with XYZ company?

COMPREHENSIVE ASSESSMENT

Referral questions might include:

- Given this individual's poor work history, what other options are available?
- Due to a severe injury, this individual needs to change careers, what can this person do?
- This individual does not appear to have any vocational interests and states he/she has no skills. What can this person do and how much support and/or training does he/she need to be successfully employed?

INVESTIGATIVE ASSESSMENT

Referral questions might include:

- What are this person's vocational interests, work preferences, values?
- Does this person's disability have an impact on his/her specified career objective?
- Are his/her interests aligned with projected labor market needs?
- What are this person's transferable skills?

CHOOSING THE APPROPRIATE CAS SERVICE

Scenarios

UTILIZING THE RESULTS...

The report provides:

- Individualized recommendations
- Addresses the whole person
- Answers to the counselor's specific referral questions
- Provides resources on specific education/training options, community supports, and appropriate job title matches

UTILIZING THE RESULTS - cont...

- Local availability of jobs related to their top areas of interest that match their skills and potential
- Information on what preparation the client needs to do to be ready to pursue educational and/or employment goals

CHECKLISTS

QUESTIONS?

VOCATION VALIDATION, LLC

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