

Career Assessment Preferred Tools Checklist

12/23/2020



Instrument	Description	What Does it Assess	Needed Time	Cost (specify)	Individ. vs. Group Use	Rating for Accessibility (0 – 4, low to high)	Learning Style and Disability-specific	Recommendations/Notes (include when in the rehab process best used)
Endorsed Tools								
Careeronestop https://www.careerinfonet.org/skills https://www.careeronestop.org/	Self-reported skills assessment. Includes a "skills profiler" and in-depth career information including rich video.	Experience, skills, abilities	20 minutes for assessment more for exploring results	Free	Individual	2.5 * for Blind and Visually Impaired	At least 6 th grade reading level	Benefit from having prior work experience. Many layers and options to explore. Easy to access because no login necessary. OK to administer in public space. Website sometimes freezes. Information is extensive and it connects to ONet. It can be used for resume building.
CareerScope http://vri.org/ Each district office has their own credentials to access the site.	Measure both interest and aptitude through valid and reliable career assessment tasks	Aptitude and interests, speed, dexterity, gross motor and fine motor function	Some sections are timed	\$25 for indiv. acct. report, non-profits can get reports w/ tax exempt certificate, VR has acct.	Individual	TBD for Blind and Visually Impaired	Visual, kinesthetic, 4 th grade reading level, need good dexterity, has accommodations for timed portions	Difficult to access. Confidentiality could be an issue. Counselor or EC should create the account for the consumer – need indiv. accounts. Requires training. Must use Firefox browser. Regular computer updates are needed to run this assessment; someone needs to have administrator access to computers. Have scrap paper available.
O'Net & My Next Move https://www.mynextmove.org/explore/ip	Self-assessment career exploration tool that relates people's interests to occupations. Includes rich videos.	Career interests, abilities, and work importance factors	Unlimited	Free	Individual	4 * for Blind and Visually Impaired	At least 6 th grade reading level	Easy, quick assessments, not a good way to pull all the assessment information together to present to the client. Tons of occupational information. Links directly to US DOL resources and connects to state LMI data. Suggests related careers.
Virtual Job Shadow www.virtualjobshadow.com	Video-based career planning platform with interactive tools to help students and job seekers develop career paths based on choice.	Career interests	Unlimited	"Per seat" charge, depends on the amount of people – approx. \$5 - \$6	Individual or group	3.5 * for Blind and Visually Impaired	Accommodates visual or hearing impaired and ESL	A powerhouse career assessment and pathways tool for career, employment and education. Favorite features: realistic job shadow vids, client & admin access, very user friendly & customizable, accesses outside resources (colleges, DOL, job boards), resume builder & so much more! Constantly adding new occupations. Connects to Indeed.

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The Career Index/Plus https://www.thecareerindex.com/dsp_intro.cfm	Connects individual career assessment & search with job listings (via Indeed)	Provides a very basic interest survey as well as a basic values survey that connect to info on specific jobs and careers. Provides good info to guide an already chosen career path.	Unlimited	Free	Individual	4 * for Blind and Visually Impaired	Accommodate visual and hearing impaired	Use for initial/basic career interest and information on jobs and career clusters. Use after IPE when looking for employment. Job postings individualized by zip code, education or skill level and date posted. Connects to employer websites to apply. Training videos /WIOA compliance identified. Developed by RSA for VR clients. A little clunky to use.
Transferrable Skills Scale http://jist.emcp.com/transferrable-skills-scale.html Link to Online Version: https://gateway.jist.com Access Key: GPKMDUWS	Part of VR's current inventory of assessments	Skills already possessed	0.5 hr Interpretation /career exploration longer	\$64.95 for 25 paper copies or 25 online attempts (online scores it for you)	Individual or group	2.5 * for Blind and Visually Impaired	May be difficult for consumer with poor confidence level to rank their skill level	Measures proficiencies and performance indicators; aligns with benchmarks. Recognizes developed skills to apply to occupations. Identifies strengths and abilities. Beneficial for job changers/recent HS graduates. Helps formulate career objectives and resume development. Concrete: useful at beginning of rehab process but worth revisiting.
CDM - Career Decision-Making System https://www.pearsonclinical.com/harrington-oshea-career-decision-making-system Link to Online Version: http://www.cdmineternet.com Username: 3799643 Password: paq7a	Occupational interests, values, and abilities; uses Holland Codes Part of VR's current inventory of assessments	Assessment of Abilities, values and interests (crafts, scientific, the arts, social, business, and office operations); 3 Rankings of likes, dislikes, indifference to 120 activities.	20-40 minutes	CDM-R Manual \$39.75 CDM Hand Scored \$75.80/25	Individual or group	0 * for Blind and Visually Impaired	Level I: 4 th grade level Level II: 6 th grade level	Converts CDM interest areas to RIASEC codes, occupations and career clusters; RIASEC-realistic, investigative artistic, social, enterprising, conventional. Provides information on typical jobs, school subjects, work values, abilities, education & training programs, employment outlook. Career clusters chart can be overwhelming. Outdated terminology/language (e.g., word processor). Overwhelming feedback at end. Use early but worth revisiting both CDM & SDS.

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SDS - Self-Directed Search http://www.self-directed-search.com/	Measures a person's interests; uses Holland Codes.	2 rankings of likes & dislikes about inspirations, activities, occupation competencies, interests, self-estimates	20 minutes	\$6.95-9.95/admin. reports online; Paper version \$200/ kit \$50/25 assessment booklets	Individual or group	Not rated at this time	Easy to use even with accommodations of scribe or reader	Provides Summary code linking to RIASEC theory. 5 arrangements of code (personality types). Search occupations that match arrangement of personality types. Outdated terminology. Consumers do not always find Holland Codes useful. Too many levels to consider and back& forth between booklets.
WOWI World of Work Inventory https://www.wowi.com Each district office has their own credentials to access the site.	Assesses personality and interest for career exploration, decision-making, aptitude & work styles.	17 career interests, 6 aptitudes and 12 work styles	Unlimited	Approximately \$10 per seat	Individual	4 * for Blind and Visually Impaired	3 reading levels - 3 rd 5 th and 8 th grade Accessible to visually impaired	O*NET conversion and links. Use before IPE. Career recommendations based on profile.