Career-Based Assessments with Youth

AN INTRODUCTION TO CAREER ASSESSMENTS TO SUPPORT CAREER EXPLORATION WITH YOUTH

CAREER ASSESSMENTS CREATE A FOUNDATION (WHY)

**Completing career assessments helps youth and their teams to:**
- Better understand the youth and for the youth to better understand themselves.
- Collect information about youth (interests, skills, values, personality, and aptitude).
- Identify the youth's starting point and develop a map for where the youth wants to be.
- Create goals related to career and training for individualized plans (IEP and IPE) and help teams meet the expectations of Indicator 13 and Transition Planning.

- **Interest** – What do I like to do?

- **Values** – What is most important to me?

- **Skills** – What types of tasks am I already good at?

- **Personality** – What are my most important personality traits for work?

- **Knowledge/Aptitude** – What do I already know/ What kinds of things am I already good at?

TYPES OF ASSESSMENTS

HOLLAND CODE

- Based on the research of Dr. John Holland.

- Common way to score/report assessments.

- Score is comprised the **top three** dominant traits/preferred workplace environments

- Scoring: RIASEC

  - *Realistic* – Learn better by doing

  - *Investigative* – Precise, a thinker

  - *Artistic* – Energized by creative thinking

  - *Social* – Helper, enjoys interacting with others

  - *Enterprising* – Persuasive, salesperson

  - *Conventional* – Logical, likes structure

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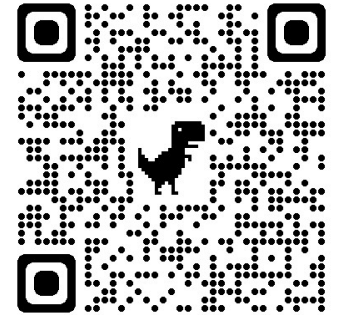
Picking the Right Tool

Some considerations when selecting an assessment tool:
- Match youth's reading level/skill with the correct tool
  - Utilizing a pictorial tool?
  - Offering a reader?
- Level of technical skills
  - Can they operate a website independently?
  - Do they have the manual dexterity to operate a mouse for 20-85 questions?
  - Would a paper assessment be better?
  - Should a scribe be offered?
- Independence in career exploration
  - Do they have the skills to independently explore the assessment results?
  - Should results explanations and exploration be scaffolded?
  - Should the Values or Work Importance Locator be considered instead of Interests?

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ASSESSMENT RESULTS

- Report the full/relevant results

  - For most tools discussed today, this means reporting top three areas AND scores for those areas.

- Document the youth's reaction to the results

  - Do they agree, disagree, any realizations?

- Next steps agreed upon

  - Another assessment? Exploring a career online? Informational interview or job shadow?

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FREE CAREER ASSESSMENT TOOLS

O*NET MyNextMove [O*NET Interest Profiler at My Next Move](#)

CareerOneStop [Careers and Career Information – CareerOneStop](#)

Career Index [The Career Index Plus](#)

Pictorial Interest Survey [CVES Pictorial Interest Survey](#)

Online assessment tool that has assessments available to print from the website.

O*NET Interest Profiler has 60 questions and takes 10-30 minutes to complete depending on format. It is compatible with Holland's R-I-A-S-E-C Theory, that both people can be classified to six different personality types. Participant interests can be comprised of Realistic, Investigative, Artistic, Social, Enterprising, and Conventional. The participants interests can help find careers that they might want to explore. The more a career aligns with participant interests, the more likely it will be satisfying and rewarding for the participant.

Realistic likes work that includes practical, hands-on problems and answers. Often people with Realistic interests do not like careers that involve paperwork or working closely with others

Investigative likes work that has to do with ideas and thinking rather than physical activity or leading people

Artistic likes work that deals with the artistic side of things, such as acting, music, art, and design.

Social likes working with others to help them learn and grow. They like working with people more than working with objects, machines, or information.

Enterprising likes work that has to do with starting up and carrying out business projects. These people like taking action rather than thinking about things.

Conventional likes work that follows set procedures and routines. They prefer working with information and paying attention to details rather than working with ideas.

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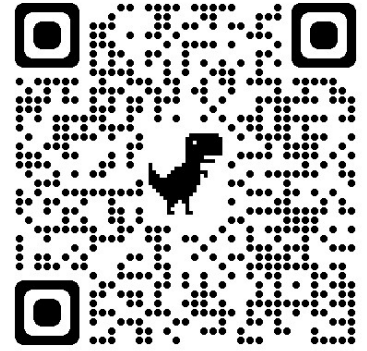
Online assessment tool.

Allows participants to learn about careers that may be of interest to them, through **an Interest Assessment**. There are 30 quick questions that take approximately 5 minutes.

A participant can use **Skills Matcher** to rate their levels on 40 different workplace skills. The results will reflect careers that match the participants ratings.

Work Values Matcher is based on O*NET Work Importance Locator. In a quick card sort, the participant will rank 20 statements about their ideal job to help identify:
- How their choices relate to their six core work values
- Careers that match their work values
- A workplace that fits their values

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THE CAREER INDEX PLUS
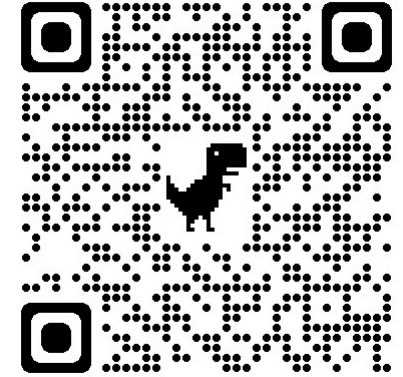
Online assessment tool.

This is a free resource and can be a great tool for work post conviction.

The Career Index/Plus (TCI) builds a profile for participants spotlighting the benefits and potential barriers as it compiles participant input regarding basic information, work history, and work preferences, and assessment results from Interest Profiler, to output recommended occupations.

Interest Profile Assessment determines a participant's work interests based on RIASEC theory results.
Work History records a participant's previous jobs and helps the algorithm highlight their skills.
Career Clusters allows participants to select preferred career clusters when recommend occupations are received.
Work Preferences allows a participant to choose physical factors, stress factors, interactions with others, work environment, and other various context areas that help the algorithm include or not include preferences in recommended occupations.

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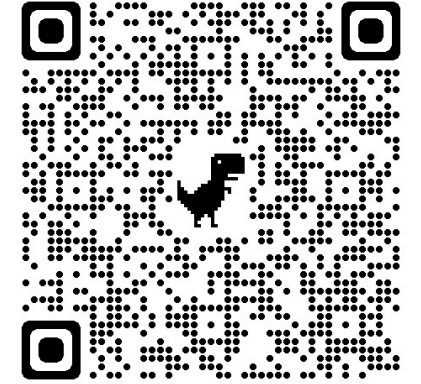
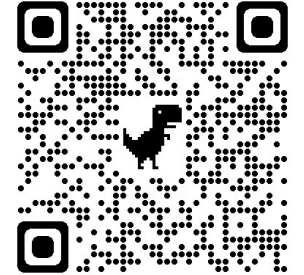Pictorial interest survey. Printable assessment tool. Pictorial assessment structured around 8 career fields.

Can be used with low-readers/non-readers.

Honorable mention in picture-based assessment, Truity's Photo Career Quiz. Based on Holland RIASEC codes. Fully online assessment tool.

VERMONT SPECIFIC RESOURCE

MyFutureVT

- My Future VT – Supported by Advance Vermont and Vermont Student Assistance Corp.

  - Career Exploration (including assessments)

  - Local Education and Training resources

  - Local Support Resources

  - Updated Vermont labor force data

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ADDITIONAL TOOLS AVAILABLE THROUGH HIREABILITY

Careerscope [CareerScope Assessment Portal](#)

Pathful Explore (VJS) [Discover The Leading Career Exploration Platform | Virtualjobshadow.com](#)

Transferable Skills Scale (TSS) [https://gateway.jist.com/](#)

Career Decision Making (CDM) [CDM Internet](#)

Self-Directed Search (SDS) [Discover Your Passion | Self-Directed Search (self-directed-search.com)](#)

World of Work Inventory (WOWI) [https://wowi.com/#close](#)

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Online assessment tool.

Requires a 4ᵗʰ grade reading level and is available in English, Spanish, and with audio prompts. These assessments are timed, but when administering them to a participant, you can choose to have them untimed. Interests and aptitude contribute towards career suggestions.

The **Interest Inventory** objectively identifies the participant's most significant interest area preferences. This is done through a series of quick reactions with "like" and "dislike" responses. The results will provide recommended areas of interest, such as "Literary Arts" or "Engineering."

The **Aptitude Assessment** provides career recommendations that best match the participant's potential for successful training or employment in various occupations. It uses object identification, abstract shape matching, clerical matching, pattern visualization, computation, numerical reasoning, and word meanings. These move very quickly in the timed setting. The results can be helpful to identify a participant's ability to understand instructions, language, motor skills, and perceptions.

Pathful

Previously Virtual Job Shadow (VJS) now known as Pathful explore is an online assessment tool. Options for English and Spanish.

Career Clusters Interest Survey (CCIS) matches a participant's interest to careers based on the activities they most enjoy. This is completed by rating their enjoyment on a scale of 1-5 and through 102 statements that relate to various activities using emoji responses. The survey is between 15-30mins.

Career Clusters Interest Survey EZ (CCIS-EZ) is an abbreviated version of the CCIS, using the same methods, but only containing 85 statements relating to various activities. Although it is shorter, it still can take between 15-30 mins.

O*NET Interest Profiler (O*NET IP) helps a participant discover what their interests are and how they relate to the world of work using an emoji rating scale. Results are delivered in the RIASEC theory.

O*NET Work Importance Locator (O*NET WIL) helps a participant learn more about their work values and what is important to them in a job. It uses 20 digital cards with statements about different aspects of work. The participant drags and drops the cards into groups based on how important the statement on the card is to them. Results reflect how important achievement, recognition, support, conditions, independence, and relationships in the workplace are to the participant.

O*NET Ability Profiler (AP) is a career exploration tool that helps participants identify occupations that fit their strengths. It contains six separate parts; each has its own instructions and time limits. It takes approx. 53 minutes to complete.

Career Videos are available to shadow a role or job task. It provides insightful information to help a participant make decisions and can be counted towards an assessment goal. There are many other additional features in Pathful explore, including but not limited to a resume builder.

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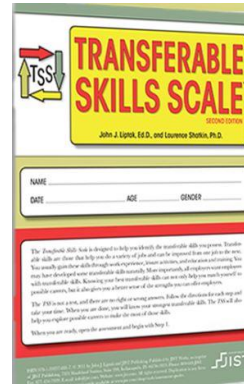
Online assessment using an access key or paper assessment.

The Transferable Skills Scale (TSS) identifies a participant's strongest transferable skills; based on data, people, things, and ideas model. Participants rate their skill level on 96 tasks and the results help define their skill level in eight categories: analytical, numerical, interpersonal, physical, informational, communicative, and creative.

CDM

Paper and online assessment.

Career Decision-Making (CDM) helps pinpoint career clusters and yield results that can be linked to future job area interests and opportunities. It assesses participant interests and helps them identify their abilities, work values, and school subject preferences. In addition, it uses a decision-making process for exploring specific occupations while learning about the education and training requirements.

There are two different levels of the CDM to choose from:
Level 1: ideal for middle and junior high school students and individuals with limited reading ability. It features 96 Interest Survey items that are easy to read and a booklet that includes the CDM survey itself and interpretive information with job charts for RIASEC theory.
Level 2: ideal for high school and college students, and adults with average or better reading ability. A survey booklet consists of 120 gender-neutral items, and an interpretative folder suggests relevant jobs, college, majors, and training programs.

Self-Directed Search®

Paper assessment.

Self Directed Search (SDS) is a career assessment and exploration tool that matches a participant's aspirations, activities, and talents to the career choices and educational opportunities that fit them best. It is based on the RIASEC theory. It takes approx. 20-minutes to complete.

Assessments results include RIASEC type, a list of occupations and fields of study associated with RIASEC type and daydream occupations, overviews of salary data association with these occupations, a list of additional careers organized by career clusters, and resources to assist with education and career planning.

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World of Work Inventory (WOWI) is an online, untimed assessment. A participant can take breaks and start up where they left off. Available in English and for participants that use a screen reader. Interests and aptitude contribute towards career suggestions.

Career Interest Activities (CIA) takes 10-15 minutes to assesses 17 career interest areas; public service, science, engineering, business relations, managerial, art, media design, administrative, sales, service, outdoors, processing, machine work, bench work, structural work, mechanical & electrical, and extraction. The assessment not only identifies a participant's career interests, but also what motivates them at work.

Career Training Potentials (CTP) takes 30-40 minutes to identify areas a participant wants to improve, highlight their strengths, and discover their career training potential by assessing their verbal, numerical, abstractions, special, mechanical/electrical, and organizational skills.

Job Satisfaction Indicators (JSI) takes 8-10 minutes to identify your participant's work style and what gives them job satisfaction. The assessment asks questions around versatility, repetition, specific instruction, dominance, teamwork, privacy, influence, self-control, intuition, objectivity, subjectivity, and attention to detail.

QUESTIONS?

Kara Haynes, HireAbility Transition Program Manager

OR a local HireAbility Transition Counselor