

Career Assessment Preferred Tools Checklist

2/1/2019

Instrument	Description	What Does it Assess	Needed Time	Cost (specify)	Individ. vs. Group Use	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	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/	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	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	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	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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<p>The Career Index/Plus</p> <p>https://www.thecareerindex.com/dsp_intro.cfm</p>	<p>Connects individual career assessment & search with job listings (via Indeed)</p>	<p>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</p>	<p>Unlimited</p>	<p>Free</p>	<p>Individual</p>	<p>Accommodate visual and hearing impaired</p>	<p>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 klunky to use.</p>
<p>Transferrable Skills Scale</p> <p>http://jist.emcp.com/transferable-skills-scale.html</p>	<p>Part of VR's current inventory of assessments</p>	<p>Skills already possess:</p>	<p>0.5 hr Interpretation/ career exploration longer</p>	<p>\$64.95 for 25 paper copies or 25 online attempts (online scores it for you)</p>	<p>Individual or group</p>	<p>May be difficult for consumer with poor confidence level to rank their skill level</p>	<p>Transferable Skills Scale - 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</p>
<p>CDM - Career Decision-Making System</p> <p>https://www.pe arsonclinical.com/harrington-oshea-career-decision-making-system</p>	<p>Occupational interests, values, and abilities; uses Holland Codes</p> <p>Part of VR's current inventory of assessments</p>	<p>Assessment of Abilities, values and interests (crafts, scientific, the arts, social, business, and office operations)</p> <p>-3 Rankings of likes, dislikes, indifference to 120 activities</p>	<p>20-40 minutes</p>	<p>CDM-R Manual \$39.75 CDM Hand Scored \$75.80/25</p>	<p>Individual or group</p>	<p>Level I: 4th grade level Level II: 6th grade level</p>	<p>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. CDM & SDS were not presented at newer staff training (newer assessments more appealing). Use early but worth revisiting (both CDM & SDS).</p>

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SDS - Self-Directed Search http://www.self-directed-search.com/	Measures a person's interests; uses Holland Codes Part of VR's current inventory of assessments	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	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	Assesses personality and interest for career exploration, decision-making, aptitude & work styles.	17 career interests, 6 aptitude and 12 work styles	Unlimited	Approximately \$10 per seat	Individual	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.
Focus 2 https://www.focus2career.com/	Assesses interests, personality, values, skills toward education planning.	Personality, interests, abilities	45-60 minutes	Free through CCV; contracts can run \$2/person	Individual or group	Speed, dexterity, 4 th grade reading level, has audio option	Choose "undecided" as major when signing up, otherwise results might not be relevant. Administrator Diane McCrudden is willing to train groups. For high school/adult population exploring college program options.

Referred Out to Partners

VSAC Do What You Are https://capp.humanesources.com/capp/login.php?url=vt7463	Reading "heavy" assessment that provides Meyers Briggs-type personality match to careers and self-identified interest: career clusters.	Personality profile; Multiple intelligences; Learning styles; strengths; weaknesses; career suggestions	0.5-1.5 hours Complex profile	Registration required; must have student ID #	Individual	Not verbal learning disability friendly	For college bound clients; wordy; complex vocabulary/terms; comprehensive profile; interpretation complex. Not recommended for general population. Unfamiliar to most VABIR/VR staff. More geared to educational goals. Use early in process
Naviance https://www.naviance.com/solutions/high-schools	A suite of career and college exploration and personal learning & planning software.	Learning styles, multiple IQ, personality type	Multiple access times needed		Individual		Seems focused on middle/high school students; set up in a lesson plan format; uses videos from Road Trip Nation; college-focused.

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<p>Accuplacer https://accuplacer.collegeboard.org/</p>	<p>Designed to evaluate students' skills in reading, writing, and mathematics. Used to determine appropriate placement into college courses <i>and</i> to identify areas needed for remediation.</p>	<p>Assesses skills - not specifically a career assessment but info. can be used for 1) progressive education placement; & 2) identifying academic strengths needed in job matching</p>	<p>1-2 hrs. Depending on the student</p>	<p>Free (practice tests and the study app too)</p>	<p>Individual</p>	<p>Audio option accommodation, ESL and other accommodations for disabilities</p>	<p>No career recommendations after assessed. Use after the IPE to initiate education or career goal progress. Free study guides. Scores never expire.</p>
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