

CAREER ASSESSMENT and Transition Planning

Career Assessment is an individualized process designed to determine the unique abilities, aptitudes, interests and needs of the individual as a worker. The Ohio Longitudinal Transition Study (Dr. Robert Baer, Kent State University, 2015) provides preliminary data to show that students who have had quality transition services during high school (Career Assessment and Career Development) are more likely to graduate high school, meet Career-Technical Education (CTE) performance outcomes and have successful postsecondary and sustainable employment experiences.

Career Assessment provides information to assist students in realistic planning for the future in the following areas required by the Individuals with Disabilities Education Act (IDEA):

Age- Appropriate Transition Assessment	Transition Services
<p>The Individuals with Disabilities Education Act (IDEA) states the Individual Education Plan (IEP) must include “appropriate measurable postsecondary goals based upon age appropriate transition assessments related to training, education, employment, and where appropriate, independent living skills.”</p> <p style="text-align: center;">Formal Assessment</p> <p>The Formal Transitional Assessment process encompasses standardized procedures for administering, scoring and interpreting an assessment.</p> <p style="text-align: center;">Informal Assessment</p> <p>The Informal Transitional Assessment procedures are less structured and include data from parents, teachers and employers, using a variety of non- standardized methods.</p> <p>The Career Assessment Specialist may use the following <i>formal</i> and <i>informal</i> assessment tools and methods to gather data: adaptive behavior/ daily living skills assessments, general and specific aptitude tests, interest inventories, achievement tests, learning styles inventories, interviews and questionnaires, direct observations, standardized academic assessments and environmental (situational/job) analyses.</p>	<p>The federal Individuals with Disabilities Education Improvement Act (IDEA) of 2004, defines Transition Services as a coordinated set of activities for a child with a disability.</p> <p>The Individual Education Program (IEP) focuses on transitional services or activities to assist a student in meeting their postsecondary goals in employment, education/training, and if appropriate, independent living. A Functional Vocational Evaluation as part of the IEP process provides students an opportunity to identify their academic levels, interest areas, learning styles, perceptual and manipulative abilities and technical aptitudes. The evaluation process incorporates results-oriented activities that identify strengths and areas for remediation. This outcome-based focus facilitates movement from school to post-school activities including but not restricted to: postsecondary education, vocational training, integrated employment (including supported employment), continuing and adult education, adult services, independent living and community participation.</p> <p>The Career Assessment Specialist reports on a number of areas as a result of the Career Assessment Process, including: needs, strengths, abilities, aptitudes and interests. The Career Assessment Specialist also addresses future goals as they relate to career/employment, education/training, related services, community experiences, acquisition of daily living skills and independent or assisted living plans.</p>

Career Assessment: Purpose and Benefits

Career Assessment refers to the individualized process of collecting and studying data to determine the unique abilities, aptitudes, interests and needs of the individual. The tools and procedures used to gather the information are varied. The career assessment process provides transitional assessment information for academic areas, perceptual and manipulative abilities as well as career-technical aptitudes. Under the guidance of a qualified Career Assessment Specialist, participants have an opportunity to identify their individual learning styles and interest areas, match these with their aptitudes and coordinate all with potential areas for training, education and employment opportunities. Behavioral observations, social skills and worker characteristics, are also an essential element throughout the process and are part of the report. The assessment process is a current, valid and relevant to the individual's unique needs. Career Assessment Specialists are licensed/certified by the Ohio Department of Education with a Transition-To-Work (TTW) endorsement.

The career assessment provides objective information that may assist the student in developing a realizable goal for their future. Other positive outcomes may include the following state-recognized transition benefits:

- Higher graduation rates (Indicator 1)
- Improve attendance and retention (Indicator 2)
- Realistic transitional options (Indicator 13)
- Increase in successful postsecondary placement (Indicator 14)
- Initiation of critical connections for transitional services and support with collaborative agencies

Career Assessment may benefit the school system by showing improved career-technical enrollment, enhanced post-program placement, improved academic and technical performance and enhanced communication with parent, school personnel, agencies, and employers as well as higher local report card scores.

Career Assessment Specialist: Responsibilities

In addition to conducting career assessments, the specialist is responsible for the following:

- Developing and distributing career assessment reports. Reports include demographic information, for referral, recommendations/options/transition plans, levels of performance, interpretation of results, accommodations/modifications, career field matches and career resources information.
- Knowing career-technical options and reform models, labor market and labor laws
- Provide information to assist in the Individual Education Program (IEP) process
- Conducting post-assessment conferences

Career Assessment Specialist: Professional Requirements

Career Assessment Specialists must hold a valid Career Technical Education or Intervention Specialist license with a Transition to Work Endorsement (TTW). For information on how to obtain a TTW Endorsement, please click [here](#).