

## Career and Vocational Assessments

- **Transferable Skills Analysis**
- **Labour Market Research**
- **Vocational Assessment / Evaluation**
- **Psycho-Vocational Assessment**

*\* Assessment may be used for litigation processes and to determine benefit entitlements.*

### Transferable Skills Analysis

The purpose of a Transferable Skills Analysis is to identify potential occupations that a participant could do with little or no additional education or training, based on skills developed in past jobs. This is useful for situations where a participant has no opportunity or interest in further training or is likely to obtain a minimum wage job. Job options are identified by comparing the aptitudes, skills, interests and other traits of the jobs the person has done in the past and matching them with the requirements of new jobs, while factoring in any barriers the person may have.

A Transferable Skills Analysis can be used as a stand-alone assessment or in conjunction with other Vocational Assessments or a Functional Capacity Evaluation. A Transferable Skills Analysis does not include the administration of any objective educational, aptitudinal or interest testing.

### Labour Market Research

The purpose of Labour Market Analysis and Research is to gather information about one or more occupations so that career decisions can be made by the participant

and the case manager. It typically follows a Transferable Skills Analysis, assessment and/or career exploration activities that have identified a number of occupations of potential interest. Labour Market Research will gather and analyze primary and secondary information about labour market availability, wages, entry requirements, typical career path, training requirements and preferred training schools.

### **Vocational Assessment/Evaluation**

The purpose of a Vocational Assessment is to identify suitable vocational options for the participant by considering academic achievement levels, vocational aptitudes and interests, while also factoring in disabilities and other employment barriers.

A Vocational Assessment is requested when the referring agent is looking for potentially suitable job goals for the participant when longer-term training is not an option and intellectual and emotional issues are not to be assessed.

### **Psycho-Vocational Assessment**

The purpose of a Psycho-Vocational Assessment is to identify suitable vocational options, and to determine if a participant is intellectually and psychologically capable of participating in vocational activities or longer term training at this time.

Information about the participant's psychological preparedness for employment is assessed by considering intellectual ability or learning potential, emotional factors, personality traits, academic achievement levels, vocational aptitudes and interests, while factoring in disabilities and other employment barriers.

The Psycho-Vocational Assessment is a Vocational Assessment with the addition of intellectual, personality and emotional factors being assessed.