



State of Rhode Island
Department of Human Services
Office of Rehabilitation Services

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"Helping individuals with disabilities to choose, find and keep employment"

Assessment

Gathering Information To Make Informed Choices in Employment Planning

Purpose of Assessment

- 1) To Learn About Yourself
 - ◆ To Identify Your Unique Strengths, Resources, Priorities, Concerns, Skills, Abilities, Preferences, Capabilities, Interests and Values
 - ◆ To Identify Your Barriers To Employment
 - ◆ To Develop Strategies To Overcome Barriers To Employment
- 2) To Learn About Job Opportunities, Job Requirements, And Wages
- 3) To Make Informed Choices About Your Employment Goal And Match Your Strengths To Available Jobs
- 4) To Identify The Necessary Services And Supports To Help You To Become Successfully Employed

Steps Involved in Assessment

- 1) Learn About Informed Choice (see Informed Choice Fact Sheet)
- 2) Choose Who Can Help You With Planning For Successful Employment
 - ◆ Examples: Vocational Rehabilitation Counselor, Community Resources, Employers, Family
- 3) Identify Potential Barriers To Employment: what prevents you from working
 - ◆ Examples: Transportation, Child Care, Physical Limitations, Concentration/Memory, Communication, Getting Along With People, Finances/Benefits, Assistive Technology Needs, Lack Of Skills Required, Difficulty in Choosing the Right Career, Lack Of Knowledge About Jobs, Medical Issues, Decision-Making Skills, Organizational Skills, Lack Of Work Experience, Poor Work History, Housing, Other Barriers
- 4) Choose The Ways You Will:
 - ◆ Identify and Address Potential Barriers To Employment
 - ◆ Identify Your Strengths, Skills, Abilities, Values, and Interests
 - ◆ Match Your Skills Interests, Values, Skills, Strengths, And Abilities To Available Careers
Examples: Self-Assessment, Job Shadowing, Informational Interviews, Vocational Evaluations, Assistive Technology Assessments, Aptitude Tests, Interests Tests, Community Based Work Evaluation
- 5) **Use The Information You Have Gathered To Begin To Develop Your Individualized Plan For Employment: (See Guide To Developing Your Individualized Plan For Employment)**