



RESOURCES FOR EMPLOYMENT ASSESSMENTS

Employment Assessment for Jobseekers Experiencing Homelessness

People experiencing homelessness have historically been underserved by employment and vocational programs, and they have unique needs related to employment and the employment assessment process. The following resources provide information specific to employment assessment for Homeless Veterans' Reintegration Program (HVRP) clients experiencing homelessness.

Integrating Vocational Assessment with Client Service Planning

https://www.hudexchange.info/resources/documents/audiolecture1_pamphlet.pdf

This 2008 [U.S. Department of Housing and Urban Development](#) (HUD) Employment Lecture Series installment provides an overview of the rationale for incorporating employment assessment activities into the outreach and planning phases for people experiencing homelessness, and it offers a discussion of strategies for doing so in both informal and more formal ways. An assessment checklist, model tool, and resource list are provided, and the [lecture script](#) is also available.

Overcoming Employment Barriers for Populations Experiencing Homelessness

<http://www.endhomelessness.org/library/entry/overcoming-employment-barriers-for-populations-experiencing-homelessness>

This 2013 [National Alliance to End Homelessness](#) resource discusses a range of strategies that programs can use to better support homeless jobseekers in meeting their employment goals. A range of strategies relevant to the assessment process are offered.

Employment Program Components

http://nationalinitiatives.issuelab.org/resource/employment_program_components_considerations_for_modifying_programming_for_people_experiencing_homelessness

This 2012 brief from the [National Transitional Jobs Network](#) offers an overview of employment program modifications that can be made to better serve job seekers experiencing homelessness. Comprehensive assessments, interest assessments, and situational assessments are included in the program components discussed, and the brief offers links to specific assessment tools and programs implementing model assessment strategies.

CGET Training: Assessment and Intake

<http://www.nchv.org/images/uploads/CGET%20Intake%20-%20Assessment.pdf>

This National Veterans' Technical Assistance Center webinar covers HVRP assessment and intake requirements, outlines assessment elements and details those related to appraisal and coordination of resources, and identifies several assessment and self-assessment tools (see also *Self-Guided Assessment Tools* section below).

Readiness Assessment

Employment readiness assessment is a key component of vocational assessment. The goal of readiness assessment is not to screen out potential jobseekers who may not have a traditional complement of skills and job history or those who may be coping with more active symptoms of behavioral health disorders. Instead, the goal of readiness assessment is to support individuals in making genuinely informed decisions regarding when to pursue employment and what sort of employment to pursue.

Assessing and Developing Readiness for Rehabilitation

<http://cpr.bu.edu/resources/newsletter/assessing-developing-readiness-rehabilitation>

This newsletter from the [Boston University Center for Psychiatric Rehabilitation](#) (CPR) discusses the concept of readiness assessment and reviews five key areas essential to comprehensive readiness assessment. The document also provides program examples and identifies several more in-depth resources available through CPR, including a training module for supervisors and trainers, and practitioner tools for assessing readiness and developing readiness.

Assessment in Supported Employment with People Experiencing Homelessness

http://homeless.samhsa.gov/ResourceFiles/Documents/transcript/se_transcript.pdf

This 2010 webinar hosted by [SAMHSA's Homelessness Resource Center](#) provides an overview of evidence-based supported employment and a focused look at the role of readiness assessment within that model, highlighting the reasons why people may experience ambivalence about pursuing employment and the importance of addressing that ambivalence.

Assessing Needs Related to Income & Benefits

Jobseekers who receive benefits may have questions about how working could impact their benefits, and clarifying this impact is an important part of the readiness assessment process.

The Social Security Red Book

<http://www.socialsecurity.gov/redbook/index.html>

Produced by the Social Security Administration and updated annually, the *Red Book* provides comprehensive information about employment supports available to people who receive Social Security Disability Insurance and/or Supplemental Security Income.

Resources to Assist Your Return to Work

<http://www.socialsecurity.gov/redbook/eng/resources-supports.htm>

A key section of the Red Book is this resources guide that offers information about accessing support through a wide range of resources, including Social Security personnel such as local Work Incentive Liaisons and Area Work Incentives Coordinators, the [Benefits Planning Query Handbook](#), and free online [Work Incentives Seminars](#) (WISE).

Assessment Approaches and Tools

A wide variety of vocational assessment approaches exist. The resources that follow provide detailed guidance on the exploration and discovery strategies that were developed as part of the customized employment model, career mapping, and self-guided assessment tools. These strategies are not mutually exclusive. In fact, career mapping is consistent with the customized employment model, and the self-guided tools identified are best thought of as one element of a more holistic assessment.

Customized Employment Exploration and Discovery

Customized employment is an employment model characterized by voluntary negotiations between jobseekers and potential employers resulting in the development of positions that meet employer needs while closely matching jobseeker skills and work preferences. The model begins with a holistic assessment phase of *exploration* or *discovery*.

Customized Employment: Applying Practical Solutions for Employment Success

<https://dol.gov/odep/categories/workforce/CustomizedEmployment/successful/index.htm>

This [U.S. Department of Labor Office of Disability Employment Policy](#) portfolio contains a section with discussion of the exploration stage and approaches to implementing exploration and discovery with jobseekers. The document is a follow-up to [Customized Employment: Practical Solutions for Employment](#), which also contains an overview of the exploration phase.

Customized Job Development for Homeless Veterans with Disabilities

http://www.nvtac.org/publications/fact_sheets/docs/10_customized_job.pdf

This 2010 informational document from the [National Veterans Technical Assistance Center](#) provides an overview of the Customized Employment process as an approach for HVRP program clients, and it includes a section on the discovery phase of the process.

Using Alternatives to Traditional Vocational Assessment: The Why and How of Exploration Strategies such as Discovery

<http://www.marcgold.com/Publications/White%20Papers/Discovery%20article.pdf>

This document from [Marc Gold & Associates](#) (MG&A) offers a detailed account of the rationale for engaging jobseekers in a discovery process and strategies for facilitating the process. MG&A also offers a set of [suggested questions](#) to guide the discovery process and [recommendations](#) and [model forms](#) for documenting discovery. [Detailed manuals](#) on the discovery process and its documentation are available for a small fee.

Career Mapping

Career mapping is a strengths-based, client-driven, vocational assessment strategy that involves the development of individualized “maps” depicting jobseekers’ work and life history, capacities, work-related preferences and needs, employment resources, and possible careers.

Career Mapping for Chronically Homeless Job Seekers

http://www.csh.org/wp-content/uploads/2011/12/Report_CHETA_Careermapping1.pdf

This 2006 [Chronic Homeless Employment Technical Assistance Center](#) document describes career mapping as an assessment strategy and its use with jobseekers experiencing homelessness. The document draws from implementation of career mapping in the Portland, Oregon, program serving jobseekers experiencing homelessness, and it includes an example of the maps produced through the process.

Self-Guided Assessment Tools

Numerous self-guided assessment tools exist for jobseekers. Completed independently by the client or with the support of program staff, such tools could serve as one component of a comprehensive vocational assessment.

One-Stop Career Centers Skills Matching Tools

<http://www.careeronestop.org/toolkit/skills/skills.aspx>

The U.S. Department of Labor's [One-Stop Career Centers](#) website offers several tools for jobseekers interested in matching their skills and interests to specific career paths. These tools include a [general skills profiler](#), a [tool for jobseekers](#) returning to the workforce and interested in identifying positions that utilize skills developed in their previous positions, and a [tool for veterans](#) seeking civilian positions that use skills developed during their military experience.

O*NET Interest Profiler

<http://www.onetcenter.org/IP.html>

The U.S. Department of Labor/Employment and Training Administration's Occupational Information Network (O*NET) offers this tool to assist jobseekers in identifying the kinds of work that match their interests and preferences. The tool is also available through [My Next Move](#).

Self-Directed Search

<http://www.self-directed-search.com/>

This tool matches job-seeker preferences and interests to careers based on a [six-category typology](#) of personality and working environment. The tool is available to individuals for a charge of \$9.95. Discounted group pricing and additionally functionality is available to programs that establish [professional accounts](#).

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