Using Interest Inventories to inform job placement planning

Valerie Moreno-Tucker
MA, CRC, LCPC
Certified Rehabilitation Counselor
Licensed Clinical Professional Counselor
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MA, CRC, LCPC

“Attendees will be introduced to interest inventories and the ways in which an “one interest inventory fits all” does not meet the needs of all clients. Attendees will specifically explore at least three methods of interest inventory delivery, focusing upon which types of inventories may best meet the needs of clients’ specific needs. Inventories that may best meet the needs of persons with ASD, depression, intellectual disability, and limited English/language proficiency will be discussed. Providing results to clients and utilizing inventory results to inform placement planning will be addressed”
What you will learn

Upon completion of this webinar, participants will be able to:

1. State three methods by which interest inventories are delivered and the pros and cons of each

2. Name three specific client needs and the type of inventory that best meets their needs.

3. Define how interest inventory results can inform job placement plans

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Qualifications

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Qualifications for providing assessments and general recommendations
Qualifications & recommendations

• Qualifications for providing assessments and general recommendations

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Job Placement

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Job Placement

• What type of job placement do we do?
• What kinds of ‘failures’ do we see in placement?
• What struggles have we had with identifying jobs for clients?
• Have you had clients who identified job titles which appeared to require skills above what they possess?
• How many of us use/refer to interest inventories as part of our process?
• Others?
Using interest inventories WELL can help us to:

- determine an individual's interests, traits, and desires
- develop a short and long term job placement plan
- develop rapport with the clients we serve
- help our clients to understand where their interests lie
- provide client-centered services and allow clients ownership of the process from the start
One size fits all?

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How can we assure that we are utilizing interest inventories WELL?

One size does not fit all
Types of interest inventories

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& a word about reading levels and intellectual ability
Binary, Rating Scales and Forced Choice

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- Binary (yes/no, like/dislike)
- Rating Scales
- Forced Choice
<table>
<thead>
<tr>
<th>Binary (Yes/No, Like/Dislike)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you enjoy fixing things?</td>
</tr>
<tr>
<td>I would like to learn to paint</td>
</tr>
<tr>
<td>I enjoy talking with people</td>
</tr>
<tr>
<td>Play a musical instrument</td>
</tr>
<tr>
<td>Organize a group</td>
</tr>
<tr>
<td>Use a microscope</td>
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Rating Scales

Rate how much you like the following activities:

Like a lot -- Like a little -- Dislike a little -- Dislike a lot

- fixing things  x
- painting  x
- talking with people  x
- Playing a musical instrument  x
- Organizing a group  x
- Using a microscope  x
What is Forced Choice?

Circle which activity you would like the most:

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Pro & Cons

Let’s think about some of the pros/cons of each

[Each of us may see our own pros and cons based on our client population, our geography, etc.]
## Binary Pros & Cons

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MA, CRC, LCPC

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<th>Type of inventory</th>
<th>Pros</th>
<th>Cons</th>
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| Binary            | - Client cannot be “middle of the road” for all interests  
- Simpler than rating  
- Can be typically completed more quickly | - Some clients will mark all/most YES or all/most NO  
- Does not allow for those who truly have no yes/no to certain interests |
## Rating Scales

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MA, CRC, LCPC

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| Rating Scales     | • Provides more variety of rating than only yes/no or like/dislike  
                   • More complex, tend to be higher reading level, for those without intellectual disabilities  
                   • Can be helpful to identify “high” interests vs. ”mild” interests | • Some clients may rate “in between” or “a little” for most and not show strong preferences  
                   • More choices can be difficult for some clients  
                   • A more complex cognition process is necessary for these |
Forced Choice

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| Forced Choice     | • Tend to be “reading free”  
                   • Tend to offer pictures to choose from  
                   • Great for those who may pick all “no” or all “yes” on other inventories  
                   • Simple – one choice for each item | • Can appear simplistic  
                   • Pictures/drawings can be unclear |
Populations

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Use for specific populations

- ASD
- Mental health
- ID
- Limited English proficiency
- Others
QUESTIONS

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About interests &
Holland codes

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A word about interests &
Holland codes

https://www.careerkey.org/choose-a-career/holland-codes-riasec.html#.XO7mu9NKiTc
6 Personality Types

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R Realistic
I Investigative
A Artistic
S Social
E Enterprising
C Conventional
Codes

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Codes are given based on inventory results:

SAC
Social – Artistic - Conventional
Other inventories use different categorization systems such as:

- Business, professional
- Business, skilled
- Science, professional
- Science, skilled
- Consumer Economics

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Provision of results

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Provision of results will rely heavily on the type of assessment you are providing, the referral source, and the type of services you are providing.
Providing results:

- Beyond a “job list”
- In order to be ethical, providing results with disclaimers as to the education/skills necessary for the jobs
- Providing clusters of jobs can be helpful
- Providing short term and long term goal lists

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Review what you learned

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Final Questions

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Valerie Moreno-Tucker, MA, CRC, LCPC
v.moreno.tucker@gmail.com