

Class Concept

Work in this class involves providing vocational evaluation services to individuals with a range of disabilities, educational levels, and work experience for the purpose of assessing the individual's potential for vocational training and employment or related rehabilitation services. Employees develop a formal evaluation plan utilizing medical, psychological, socio-economics, vocational, and educational information. Employees administer, score, and interpret a small variety of vocational interest, achievement, aptitude and psychometric tests within the scope of their role. Through testing, situational assessment and behavioral observation, employees assimilate information and provide a report of findings, implications, and recommendations for developing vocational rehabilitation goals, work adjustment training, placement in training programs, educational courses, supported employment, or competitive employment. Employees may modify and adapt tests to accommodate limitations imposed by different disabling conditions such as, but not limited to deafness, vision loss or blindness, paralysis, head injuries or learning disabilities. Employees report to a higher-level professional, supervisor or manager.

Recruitment Standards

Knowledge, Skills, and Abilities

- Knowledge of the vocational requirements of a wide variety of occupations.
- Considerable knowledge of the psychological, social, and special education concepts related to the determination of vocational abilities and potential of individuals with one or more disabilities.
- Considerable knowledge of evaluative tests, work sampling, and job trial techniques specific to the vocational evaluation of a client.
- Ability to administer and interpret a variety of vocational interest, achievement, aptitude and other psychometric tests.
- Ability to synthesize data and observation reports and make recommendations essential to the rehabilitation process.
- Ability to express findings and recommendations with oral and written clarity.

Minimum Education and Experience

Master's degree in vocational evaluation, rehabilitation counseling, or closely related human services field from an appropriately accredited institution; or bachelor's degree in vocational evaluation, rehabilitation counseling, or a closely related human services field from an appropriately accredited institution and two years of experience that provides the necessary knowledge, skills and abilities; or equivalent combination of education and experience.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.