

CERTIFIED VOCATIONAL EVALUATION of FLORIDA

P.O. Box 51001, Sarasota, FL 34232 www.certifiedvocational.org DVR Vendor #VF202883389300
Phone: (941)321-0242 E-mail: clint@certifiedvocational.org Fax: (941)827-9964

SAMPLE REPORT OF VOCATIONAL EVALUATION

CLIENT NAME : Male.ADHD.LowAvg
CLIENT ID# :
CLIENT ADDRESS : Winter Haven, FL
CLIENT PHONE # :
AGE/DOB : 21/xx-xx-2001
REFERRAL SOURCE :
DATE AUTHORIZED :
DATE OF APPOINTMENT :
DATE OF REPORT :

PURPOSE OF REFERRAL

The purpose of this evaluation is to identify suitable vocational options and define appropriate courses of action for vocational rehabilitation. Unless otherwise specified, all background information shown in this report is based on Client's oral statements and/or documentation provided by the referring agency. Also, there is formatting throughout the report to assist the reader in skimming through, to obtain relevant information quickly. In both the narrative and tabular sections of the report, ***bold, italicized*** words are used to indicate ***problems*** or areas that ***need improvement/address***, and **bolded** words are used to indicate **vocationally-relevant assets, strengths or potentials**.

CLIENT SUMMARY

Worker-Trait Profile:

<u>Trait (Ed. Development/Aptitude)</u>	<u>Grade/Rating</u>
Reasoning (R)	C-/ Low Average
Math (M)	C-/ Low Average
Language (L)	C-/ Low Average
Spatial Perception (S)	C-/ Low Average
Form Perception (P)	C-/ Low Average
Clerical Perception (Q)	C-/ Low Average
Motor Coordination (K)	C / Average
Finger Dexterity (F)	C-/ Low Average
Manual Dexterity (Md)	C / Average
Eye-Hand Coordination (E)	C-/ Low Average

Notes regarding GED, aptitude, coordination and dexterity ratings: With respect to estimated general population norms, Above Average = approximately the top 20%; High Average = approximately 60-80%ile; Average = approx. 40-60%ile; Low Average = approximately 20-40%ile; Below Average = approximately 6-20%ile; Far Below Average = approximately the bottom 5%. (Source: U.S. Department of Labor)

<u>Trait (Physical Capacity)</u>	<u>Rating</u>
Lift/Carry/Push/Pull	Heavy PDC
Sit/Stand/Walk	Continuous
Climb/Balance	Continuous
Bend/Stoop/Crouch/Squat/Kneel/Crawl	Continuous
Reach/Handle/Finger/Feel	Continuous
Talk/Hear/Write	Continuous
Seeing/Visual Acuity	Continuous
<u>Trait (OSHA Compliant Environmental Tolerance)</u>	<u>Rating</u>
Weather Exposure	Continuous
Extreme Cold	Continuous
<i>Extreme Heat (No extreme heat w/heavy exertion)</i>	<i>Occasional</i>
Damp/Humid/Wet	Continuous
Noise/Vibrations	Continuous
Hazards: Mechanical/Electrical/Chemical/Heights (OSHA Compliant)	Continuous
Exposure to Dust/Fumes/Odor/Mists/Gases (OSHA Compliant)	Continuous

Notes regarding physical demand capacity (PDC), non-exertional demand and environmental tolerance ratings: All estimates are provisional, pending medical confirmation; Very Heavy Duty = 100# or more; Heavy Duty = 50# to 100#; Medium Duty = 20# to 50#; Light Duty = 10# to 20#; Sedentary = 0# to 10#; Occasional = no more than 1/3 of the time; Frequent = 1/3 to 2/3 of the time; Continuous = 2/3 or more of the time. (Source: U.S. Department of Labor)

Note: The following DOT Job Titles are indexed to SOC Occupations, which display local labor-market data, starting on **page 18**, below.

RECOMMENDED FOR PRIMARY CONSIDERATION:

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
869.381-583	Carpenter, Interior Systems	113.77	7	63%	83%	ESTP
860.381-581	Carpenter, Piledriver	112.55	4	77%	77%	ESTJ
860.664-010	Carpenter I	99.70	4	43%	86%	ESTP
630.281-018	Pump Servicer	110.47	7	20%	85%	ISFP
638.281-034	Hydraulic Repairer	103.26	7	20%	85%	ISFP
821.261-010	CATV Line Technician	108.09	6	20%	85%	ENTP
824.681-010	Electrician	103.01	4	40%	89%	ISTJ
639.281-022	Medical-Equip. Repairer	100.43	5	20%	87%	INTP
299.677-014	Sales Attndt, Bldg. Materials	93.48	3	91%	75%	ISFP
143.457-010	Photographer	91.01	3	20%	82%	ENTP

RECOMMENDED FOR ALTERNATE CONSIDERATION:

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
869.664-014	Construction Worker I	112.55	4	97%	77%	ESTJ
292.353-010	Driver, Sales Route	108.51	3	46%	83%	ESFP
620.261-022	Construction-Equip. Mech.	107.70	7	23%	86%	ISTP
844.364-010	Cement Mason	107.53	7	49%	81%	ESTJ
295.357-014	Tool-&-Equip.-Rental Clerk	107.33	4	43%	82%	ESTP
869.381-018	Pipe Installer	107.09	7	66%	82%	ESTJ
807.381-010	Automobile-Body Repairer	106.70	7	23%	85%	ISFP
620.281-038	Front-End Mechanic	105.76	6	20%	81%	ISFP
620.281-026	Brake Repairer	105.64	6	20%	81%	ISFP
261.357-062	Salesperson, Shoes	102.45	4	46%	86%	ESTP
295.367-026	Storage-Facility Rental Clerk	101.77	2	40%	82%	ESTP
862.681-010	Plumber	101.64	6	63%	86%	ISTP
869.684-030	Lawn-Sprinkler Installer	100.74	5	74%	82%	ESTJ
295.467-026	Automobile Rental Clerk	99.44	4	40%	82%	ESFJ
865.684-010	Glass Installer	98.57	4	43%	79%	ISFP
279.357-050	Salesperson, Gen. Hardware	97.43	4	43%	86%	ESTP
279.357-054	Salesperson, Gen. Mdse.	97.43	3	49%	86%	ESTP
862.684-022	Pipe-Fitter Helper	95.04	3	46%	75%	ISTP
862.684-014	Laborer, Constr.... Leak Gang	94.40	4	43%	79%	ISTP
899.684-046	Maint. Worker, Municipal	113.90	5	51%	75%	ESTJ
316.684-018	Meat Cutter	107.42	6	26%	77%	ISFP
194.362-010	Recording Engineer	104.92	7	20%	83%	ENFJ
185.167-022	Manager, Food Concession	102.82	6	20%	85%	ESTJ
840.381-010	Painter	102.44	7	49%	76%	ESTJ
840.381-640	Coating Finisher, Architect.	102.44	7	49%	76%	ESTJ
919.663-026	Tow-Truck Operator	96.42	3	20%	75%	ISTJ
921.683-042	Front-End Loader Operator	95.86	3	40%	77%	ISFJ
921.663-062	Truck-Crane Operator	95.80	5	40%	79%	ISFJ
921.663-022	Derrick Operator	95.80	4	40%	79%	ISFJ
842.684-014	Dry-Wall Applicator	94.74	6	46%	80%	ESTJ
921.667-022	Laborer, Hoisting	93.03	3	40%	77%	ESTJ
929.687-030	Material Handler	89.59	3	40%	77%	ESTJ
869.684-050	Sheetrock Applicator	88.47	3	63%	80%	ESTJ
929.687-022	Laborer, Salvage	88.26	2	40%	70%	ESTP
850.683-010	Bulldozer Operator I	112.31	5	23%	76%	ESTJ
810.684-010	Welder, Tack	107.20	5	20%	76%	ESTJ
811.684-014	Welder, Gas	107.17	5	20%	79%	ESTJ
904.687-010	TTR Moving Van Driver Helper	94.19	3	20%	76%	ESTJ
962.664-014	Recording Studio Set-Up Worker	93.08	4	20%	79%	ESTJ
922.687-070	Lumber Handler	87.24	2	40%	77%	ESTJ
819.687-014	Welder Helper	85.05	2	20%	70%	ESTJ

VRC SUMMARY

CHALLENGES/BARRIERS:

APPARENT STRENGTHS:

<p>PsychEval: ADHD w/inattentive presentation No \$ handling, per mo; processing/memory issues Misdemeanor concealed wpn. conviction – age 19 Asthma manifests only w/extreme exertion/heat Hx shortness of breath on hot job (911 was called) Shellfish allergy (no seafood restaurant work) CHI x2 as an infant (sequelae unknown) WRAT GL: 3.0 Math & 2.6 Spelling Low-Avg.Est.Gen.Cognit.Aptitude; GCA=26%ile Borderline (6%ile) WAIS-V Full-Scale score Dismissed @ Target for 1 unexcused absence Kept his hood up, throughout the appointment Slow, cautious reader w/limited vocabulary Misinterpretation errors when he tries to read fast BMI = 30; Wants to lose some weight for health Vapes nicotine, multiple times per day</p>	<p>HSG; Took Auto-Shop Class WRAT GL: 9.5 Word Read; 10.0 Sent. Comp. Avg. Coordination & Manual Dexterity ratings Computer literate; MS Word; 13 WPM Has driver’s license & reliable transportation Not homeless; Lives w/parents (homeowners) Only 3 more months of probation Stepdad is a Welder (may get him a Helper job) Per mom: He learns best w/demo vs. reading Watches entrepreneurial features on You Tube Has girlfriend (plus another friend enroute) Avoids the peers he got in trouble with On time, w/adequate grooming & hygiene Positive, compliant, attentive Motivated; Brisk/diligent task approach Clear affect; Marginally euthymic mood Adequate auditory-receptive language ability LI Man.Dex: No hesitation or laterality confusion Takes prescribed Adderall Has frequent phone contact with his father (NYC)</p>
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APPARENT NEEDS:

OTHER FACTORS:

<p>Recommend consideration be afforded to...</p> <p>Per Psy.D: Comprehensive Psychological and Psychiatric Evaluations; Special Accommodations</p> <p>Legal consult re: potential for CR expungement</p> <p>Asthma Specialist cnslt. for functional restrictions</p> <p>Tutoring in math & spelling</p> <p>Nutritionist consult for wt. control (BMI = 30)</p> <p>Job Coach: job search; arrange accom; work-adj.</p>	<p>Wants: Entrepreneur; “multiple passive income streams”; music industry; loading dock; Welder Helper, with his step-dad Tx Skills: Construction Helper; Stock Clerk; Order Filler; Mdse. Deliverer; 1-1 job tng; MS Word; auto shop; tools; sedan. F(x): Avoid overwhelming workload, very rapid pace of work, too many environmental distractions, tight deadlines, excessive multi-tasking requirements and a perceived lack of personal control. Heavy PDC, w/no restrictions other than heavy exertion in heat. VIPR: INTP; “The Architect”; Precision- oriented, discerning, understanding; analytic skills, tech. knowledge; adaptability; sys-level prob. solver; long-term/strategic planner & conceptualization. Values: Morality, Ability Utilization, Activity, Security, Working Conditions, Advancement & Tech. Supervision <u>over Authority & Social Status</u>. Achievement, Independence, Compensation, Variety, Recognition, Co-Workers, Social Service, Company Policies, Personal Supervision, Creativity, Responsibility & Autonomy are of average importance to him.</p>
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Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Electricians (472111)	\$21.90	\$31.52	01.3	762	PS
Medical Equipment Repairers (499062)	\$19.01	\$25.05	15.9	79	PS
Drywall & Ceiling Tile Installers (472081)	\$19.21	\$27.09	11.6	145	PS
Audio & Video Equipment Techs (274011)	\$17.49	\$22.76	29.3	49	PS
Parts Salespersons (412022)	\$16.82	\$20.90	14.8	531	PS
Industrial Machinery Mechanics (499041)	\$16.65	\$25.42	10.9	910	PS
Photographers (274021)	\$16.40	\$23.31	09.5	69	PS
Welder, Cutters... (514121)	\$16.36	\$22.88	10.1	1,073	PS
First-Line Supervisors of Retail Sales Workers (411011)	\$15.92	\$33.55	01.3	2,615	PS
Carpenters (472031)	\$15.59	\$21.21	14.5	1,693	PS
Freight, Stock & Material Movers, Hand (537062)	\$14.54	\$18.38	16.3	11,021	NR
Truck Drivers, Heavy & Tractor-Trailer (533032)	\$14.46	\$19.64	10.9	8,170	PS
Telecom. Equip. Install/Repairers... (492022)	\$14.41	\$23.97	12.0	561	PS
Mobile Heavy Equip. Mechs, Except Engines (493042)	\$19.00	\$25.05	08.8	150	PS
Plumbers, Pipefitters... (472152)	\$16.73	\$23.92	03.3	265	PS
Operating Engineers..Construction Equip. Ops. (472073)	\$16.14	\$21.12	04.1	641	PS
Cement Masons & Concrete Finishers (472051)	\$15.78	\$20.89	09.2	203	PS
Driver/Sales Workers (533031)	\$14.24	\$17.69	11.1	1,333	HS
Industrial Truck & Tractor Operators (537051)	\$12.66	\$14.87	14.8	2,780	PS
Automotive Body...Repairers (493021)	\$16.78	\$20.49	06.6	170	PS
Helpers, Production Workers (519198)	\$14.20	\$15.54	04.4	596	NR
Automotive Service Techs/Mechs (493023)	\$13.80	\$20.39	04.6	1,163	PS
Helpers, Construction Trades, All Other (473019)	\$13.38	\$14.00	17.0	749	NR
Counter & Rental Clerks (412021)	\$13.13	\$16.65	16.7	481	HS
Painters, Construction... (472141)	\$13.12	\$16.82	10.3	708	HS
Construction Laborers (472061)	\$12.77	\$17.25	11.6	2,936	NR
Butchers & Meat Cutters (513021)	\$12.86	\$17.33	05.5	287	HS
Retail Salespersons (412031)	\$11.00	\$19.31	07.7	8,413	HS

Training Requirements:

A: associate degree

B: bachelor's degree

HS: high school diploma or GED

M+: master's, doctoral or professional degree

NR: no formal educational credential required

PS: postsecondary non-degree award

RESPONSES TO REFERRAL QUESTIONS

1. WHAT ARE INDIVIDUAL’S ACADEMIC BASIC SKILLS ACHIEVEMENT LEVELS?

Academic basic skills achievement levels are estimated through the use of the Wide-Range Achievement Test V (WRAT):

<u>Grade Level</u>	<u>Name of Test or Subtest</u>
9.5	WRAT Word Reading
2.6	WRAT Spelling
3.0	WRAT Math Computation
10.0	WRAT Sentence Comprehension

2. WHAT IS THE INDIVIDUAL’S IQ LEVEL?

Client's general cognitive aptitude (learning ability) was estimated via averaged standard scores of tests which involve reasoning: GCA = **26th Percentile / Low Average**. Intelligence quotient is best measured by a Licensed Psychologist, using an instrument such as the Wechsler Adult Intelligence Scale (current version). In his 11/05-2022 Report of Brief Psychological Evaluation, Dr. A.A. Wwwwwww registered Client’s **6thile WAIS Full-Scale** score of 74 in the Borderline range, with 9thile GAI (General Ability Index) & VCI (Verbal Comprehension Index); 14thile PRI (Perceptual Reasoning Index); 4thile WMI (Working Memory Index); and 12thile PSI (Processing Speed Index).

3. WHAT IS THE VOCATIONAL INTEREST OF THE INDIVIDUAL?

When asked about his career thoughts, Client said he wants to become an **Entrepreneur**, so that he can have “**multiple passive income streams**”. He is also interested in working in the **music industry**. With respect to a “day job”, Client said he might be adaptable to working on a **loading dock**. Client’s mother said that he **may be able to go to work as a Welder Helper, with his step-father, in January**.

4. CAN THIS INDIVIDUAL RETURN TO WORK AT THE PREVIOUS OCCUPATION?

Yes. With reasonable accommodation & implementation of recommended supportive measures, Client is believed to be able to return to work in a position represented by any of the following prior job titles:

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
869.664-014	Construction Worker I	112.55	4	97%	77%	ESTJ
299.367-014	Stock Clerk	98.53	4	97%	75%	ISFP
299.477-010	Deliverer, Merchandise	88.93	2	97%	70%	ISFP

5. DOES THIS INDIVIDUAL HAVE TRANSFERABLE SKILLS?

Client’s qualified work history appears to include key tasks associated with the following job titles:

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>Skill Level</u>	<u>VA</u>	<u>VIPR</u>
869.664-016	Construction Worker I	112.55	4	Semi-Skilled	77%	ESTJ
299.367-014	Stock Clerk	98.53	4	Semi-Skilled	75%	ISFP
222.487-014	Order Filler	94.56	3	Semi-Skilled	70%	ISFP
299.477-010	Deliverer, Merchandise	88.93	2	Unskilled	70%	ISFP

An analysis of transferable skills (TSA) from previous qualified employment suggests experience with: Compiling, comparing & computing **data**; serving, taking instructions from, helping, speaking with & signaling **people**; and handling & manipulating **things**. Client has done some **1-1 job training**, of new hires. Though he never used a computer, on the job, except for his own personnel issues, but he did claim some familiarity with **MS Word**. He has used **lawn-care** machines, and he has done some **woodworking**. He also had some exposure to **auto mechanics**, in school, and is familiar with most standard hand & power **tools**. The largest vehicle he has driven is a **sedan**. See **Appendix 2** for a detailed rendering of transferable skills associated with the DOT Job Titles that represent Client's work history.

6. IS THIS INDIVIDUAL READY FOR DIRECT JOB PLACEMENT?

Yes. With reasonable accommodation & implementation of recommended supportive measures, Client is believed to be ready for direct placement in a position represented by any of the following recommended job titles (assuming standard job-orientation training):

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
299.677-014	Sales Attdt, Bldg. Materials	93.48	3	91%	75%	ISFP
869.664-014	Construction Worker I	112.55	4	97%	77%	ESTJ
261.357-062	Salesperson, Shoes	102.45	4	46%	86%	ESTP
279.357-050	Salesperson, Gen. Hardware	97.43	4	43%	86%	ESTP
279.357-054	Salesperson, Gen. Mdse.	97.43	3	49%	86%	ESTP
862.684-022	Pipe-Fitter Helper	95.04	3	46%	75%	ISTP
862.684-014	Laborer, Constr.... Leak Gang	94.40	4	43%	79%	ISTP
899.684-046	Maint. Worker, Municipal	113.90	5	51%	75%	ESTJ
840.381-010	Painter	102.44	7	49%	76%	ESTJ
919.663-026	Tow-Truck Operator	96.42	3	20%	75%	ISTJ
921.667-022	Laborer, Hoisting	93.03	3	40%	77%	ESTJ
929.687-030	Material Handler	89.59	3	40%	77%	ESTJ
869.684-050	Sheetrock Applicator	88.47	3	63%	80%	ESTJ
929.687-022	Laborer, Salvage	88.26	2	40%	70%	ESTP
904.687-010	TTR Moving Van Driver Helper	94.19	3	20%	76%	ESTJ
962.664-014	Recording Studio Set-Up Worker	93.08	4	20%	79%	ESTJ
922.687-070	Lumber Handler	87.24	2	40%	77%	ESTJ
819.687-014	Welder Helper	85.05	2	20%	70%	ESTJ

7. CAN THIS INDIVIDUAL TOLERATE A FULL DAY OF WORK?

Yes. With reasonable accommodation & implementation of recommended supportive measures, Client is believed to be able to tolerate a full day of work, in a position represented by any of the recommended job titles.

8. IS THIS INDIVIDUAL EMPLOYABLE IN PART-TIME OR FULL-TIME WORK?

Yes. With reasonable accommodation & implementation of recommended supportive measures, Client is believed to be employable (part-time or full-time), in a position represented by any of the recommended job titles.

9. WHAT ARE THE INDIVIDUAL'S PHYSICAL/MOTOR SKILLS?

Client's motor coordination and manual dexterity registered in the average range, while his finger dexterity registered in the low-average range. He is 6'2"/230#; is provisionally rated at Heavy PDC; has no known physical functional restrictions; and has done some construction work.

10. DOES THE INDIVIDUAL STAY ON TASK?

Client did appear to remain on task, throughout the vocational assessment session. He initiated assigned tasks briskly and followed through diligently. There was no attributable evidence of ADHD, during this assessment.

11. ARE THERE ATTENDANCE/PUNCTUALITY ISSUES?

None are anticipated. Client arrived on time for his vocational interview & testing session. He has reliable independent transportation. The only historical indication of attendance problems was his dismissal from a position at Target, due to an unexcused absence, reportedly due to his brother's seizure.

OBSERVATIONS

Client arrived **on time**, for his appointment, with adequate **grooming & hygiene**. He wore a hooded sweatshirt, and ***kept the hood up, throughout the appointment***. His attitude toward assessment seemed at least marginally **positive**, and he was compliant with all instructions. Rapport seemed to be about average. Client's work habits were reasonably neat & well-organized. His **attentiveness & motivation** appeared to be in the average range, as he initiated assignments **briskly** and followed through **diligently**, to completion.

He is a **slow reader**, with **limited vocabulary**, and though his response style was **deliberate**, he often **attempted to accelerate** his rate of completion, which occasionally led to **misinterpretation errors**. In the WRAT-V Sentence Comprehension sub-test, he consistently **read the material silently**, before venturing to read it aloud. This level of caution is markedly atypical, and likely reflects a substantial degree of **insecurity about his reading ability**. In contrast, his **auditory-receptive language** ability appeared to be well within the average range, and when instructions were provided orally, with demonstration, his task approach was much more competent.

Client's affect was: **clear** of obvious pathology; full-range, within context; situationally appropriate; and congruent with his mildly euthymic apparent mood. He seemed a little reticent or withdrawn, initially, but soon responded to Examiner's attempts to establish rapport. His default interactive posture is a bit cool, but not at all disagreeable.

Client demonstrated at least marginal **computer literacy**, seeming confident and reasonably competent with the minor computer manipulations required for the typing test. However, he scored only **13 WPM** (using a "hunt & peck" technique), over two trials on typingtest.com.

His handling of the disks in the Lafayette Instruments Manual Dexterity Test revealed **no hesitation or laterality confusion**. He said he writes with his left hand, but throws a ball with his right. His (left & right hand) LI Finger Dexterity scores were **bilaterally equivalent**.

INTERVIEW & TEST RESULTS

1. MEDICAL/PSYCHIATRIC:

When asked about physical disability conditions and/or chronic illnesses which may affect employability, Client mentioned *asthma*, but said that it **only manifests with extreme exertion**, “such as football practice”. He also has a *shellfish allergy* (which may impact employment options in the culinary industry). When asked about significant prior medical history, Client said he was told that he had two head injuries (*CHI_{x2}*), as an infant, but was unaware of any subsequent symptoms. He described his overall physical health as “average”, noting that it could probably improve if he were to **“lose some weight”**. He gave his height/weight as 6’2”/230# (*BMI=30*). He denied any dental or optometric needs, noting that his last eye-exam was about a year ago. He *vapes nicotine*, multiple times per day, but does not drink or use drugs, noting that his probation includes urinalysis. He said his appetite is normal, but that he **has trouble sleeping**. He sleeps for about 5-6 hours per night, and is often unable to get to sleep. He said his PCP recommended that he get an MMJ card.

Client said he currently takes **Adderall**, noting that he was diagnosed with ADHD at an early age. He said he was told that he has a processing delay, and mentioned that he becomes anxious, if required to interact with “too many people”. In his 11/05-2022 Report of Brief Psychological Evaluation, Dr. A.A. Wwwwwww *provisionally* diagnosed **ADHD**, with inattentive presentation traits, in the absence of medical documentation. Client’s mother stated that it takes him longer to learn to complete tasks at the required *speed*, noting that he **learns best with demonstration, rather than reading**. She said he has a history of *processing delay* and *memory deficiency*. She cautioned against involving him in any kind of work that involves handling money, as his ability to *make change* quickly is not up to commercial standards. She said he has asthma, noting that his very first job involved installing playgrounds in 90-degree *heat*. He reportedly *had trouble breathing*, and an *ambulance* was called.

2. PHYSICAL, ENVIRONMENTAL, PSYCHOSOCIAL RESTRICTIONS:

Those who are at risk for ADHD should consider avoiding employment involving *prolonged exposure* to certain *work-related stressors*, such as *overwhelming workload*, very *rapid pace* of work, too many environmental *distractions*, excessive *multi-tasking* requirements, *tight deadlines* and a perceived *lack of personal control*. Client is *provisionally* rated at **Heavy-Duty PDC** (Physical Demand Capacity), with no physical-functional or environmental-tolerance restrictions (other than *very heavy exertion in 90+ degree heat*), *pending medical review*. This provisional rating is based on Client’s response to inquiry, maternal testimony, available documentation and observation.

3. SOCIAL/FINANCIAL/HOUSING/TRANSPORTATION:

Client was born in Rochester, NY, where he was raised by his mother (Homemaker), until she relocated the family to Florida, when he was 15 years old, at which time she married his **stepfather (Welder)**. Client was raised with his two step-brothers, ages 16 & 14. He has **frequent phone contact with his natural father**, who works as a Handyman in NYC. When asked whether his early home environment was more calm or more tense, he said it was “variable”, but denied any problems related abuse (substance or other), in the home. When asked about his criminal record, Client said he was convicted of a *misdemeanor concealed weapon charge*, at age 19, noting that charges related to narcotics and loitering were dropped. He said he has three (3) *more months of probation* left to serve. Client is **not homeless**. He continues to reside with his parents (homeowners), along with two step-brothers. He has a Class E **Driver’s License** and a 2017 Toyota, said to be **reliable transportation**.

When asked about hobbies & interests, Client said he composes and performs **rap** music, using beats generated on his laptop. He also enjoys video games and watching Anime on his laptop and TV (about 2-4 hours per day). He said he mostly reads **comics**, and does not particularly enjoy other books or magazines. He likes to watch You Tube presentations about **entrepreneurial pursuits**. He claimed **no exercise** routine, other than playing basketball, once or twice a week. Client claimed no organizational membership. He does have a **girlfriend**, but no other **local friends**. He does have a friend from New York, who he expects to relocate to Florida, soon. Client said he stays away from the ones he got in trouble with, noting that they “betrayed” him. He denied participation in organized religious observances. Client does not receive SSI/SSDI or SNAP.

4. EDUCATION:

Client **graduated** from high school in 2020. He described himself as a “B/C/D student”, noting that his best grades were in science and history, while his lowest marks were in math. He said he took **auto shop**, but participated in no extra-curricular activities. He claimed no additional training, of any kind.

5. TEST RESULTS:

Batteries

Employee Aptitude Survey (**EAS**)

Lafayette Instruments (**LI**), w/Hester Norms

McCroskey Vocational Quotient System (**MVQS**)

Weschler Adult Intelligence Scale (**WAIS**) – Administered by A.A. Wwwwwww, Psy.D. on 11/05/2022

Wide Range Achievement Test V (**WRAT**)

Traits-Instruments/Methods

CLERICAL APTITUDE - WRAT Spelling, EAS Visual Speed & Accuracy (clerical matching)

DATA ENTRY SKILLS – Observation & *typingtest.com*

EYE-HAND COORDINATION – EAS Manual Speed & Accuracy (dots in circles)

FINGER DEXTERITY – LI Finger Dexterity Test (pins in holes)

FORM PERCEPTION - EAS Visual Pursuit (wiring diagram); WAIS Perceptual Reasoning Index (PRI)

MANUAL DEXTERITY – LI (Minnesota) Manual Dexterity Test (disks in holes)

MATH CALCULATION – WRAT Math Computation

NON-VERBAL REASONING - WAIS Perceptual Reasoning Index (PRI); EAS Symbolic Reasoning

OCCUPATIONAL VALUES & NEEDS – MVQS Occupational Values & Needs Inventory (OVNI)

QUANTITATIVE REASONING – EAS Numerical Reasoning (sequence recognition)

READING COMPREHENSION - WRAT Word Reading, Sentence Comprehension

SPATIAL PERCEPTION/REASONING – EAS Space Visualization (stacks of blocks); WAIS PRI

VERBAL REASONING – EAS Verbal Reasoning (facts/conclusions); WAIS Verbal Comp. Index (VCI)

VISUAL SPEED & ACCURACY – EAS Visual Speed & Accuracy (clerical matching)

VOCATIONAL INTEREST PATTERN – MVQS Voc. Interest & Pers. Reinforcer (VIPR)

WORK-PERSONALITY – MVQS Voc. Interest & Personality Reinforcer (VIPR)

The **Employee Aptitude Survey (EAS)** consists of 10 tests that measure cognitive, perceptual, and psychomotor abilities required for successful job performance in a wide variety of occupations. Client’s percentile scores were established in comparison with estimated general population norms. The EAS subtests, employed for this administration, are summarized, below:

Visual Pursuit Test-Measures speed and accuracy in visually tracing lines. For draftsmen, design engineers, checkers, technicians. Timed, 5 minutes.

Visual Speed and Accuracy Test-Measures ability to see details quickly and accurately. For bookkeepers, accountants, general office clerks, stenographers, machine operators. Most sales supervisors and executives should be above average. Timed, 5 minutes.

Space Visualization Test-Measures ability to visualize and manipulate objects mentally. Valuable for jobs that demand mechanical aptitude, such as draftsman, engineer, technician. Timed, 5 minutes.

Numerical Reasoning Test-Measures ability to analyze generalizations and see relationships. For technical, supervisory, and executive positions. Timed, 5 minutes.

Verbal Reasoning Test-Measures ability to analyze information and form conclusions based on that information. Valuable for jobs that require ability to organize, evaluate, and use information, such as administrative and technical decision making, supervisory, scientific, and accounting. Timed, 5 minutes.

Manual Speed and Accuracy Test-Measures ability to make repetitive fine finger movements rapidly and accurately. For clerical workers, machine operators, technicians, and repairmen. No scoring key needed. Timed, 5 minutes.

Symbolic Reasoning Test-Measures ability to manipulate abstract symbols mentally and to make judgments and valid decisions. For evaluating high level science and technology workers, troubleshooters, data programmers, accountants, engineers, scientific personnel. Timed, 5 minutes.

The **Lafayette Instruments (LI) Finger Dexterity Test** requires the Client to extract small pins from a tray and place them in holes, on a template, first with one hand, then with the other. Performance on this instrument gauges finger dexterity and eye-hand coordination. Estimated general population norms were employed.

The **Lafayette Instruments (LI) Manual Dexterity Test** requires the Client to extract a checker-size disk from a flat template, with one hand; transfer the object to the other hand; rotate it; and replace it (upside down) in the same hole. This is repeated at speed with subsequent discs...switching hands at the beginning of each row. Performance on this instrument gauges upper-extremity proprioception & kinesthesia, manual dexterity and eye-hand coordination. Estimated general population norms were employed.

The **McCroskey Vocational Quotient System Occupational Values and Needs Inventory (MVQS-OVNI)** is a self-rating instrument which profiles the individual's preferences, in terms of 20 specific job-related reinforcers. This profile is then used to match the individual with specific job types, based on work values ("global aspects of work that are important to a person's satisfaction"), published by the U.S. Department of Labor.

The **McCroskey Vocational Quotient System Vocational Interest & Personality Reinforcer Type (MVQS VIPR-Type)** matches individuals with specific job types, based on their vocational interests, occupational values, needs, and general Jung people-based personality type.

The **Wide-Range Achievement Test V (WRAT)** assesses reading, spelling, and math skills, providing age or grade normed standard, percentile & grade-level scores, in subject aged 5-85. Percentile scores were established in comparison with age-peer norms

Word Reading measures untimed letter identification and word recognition. The examinee reads aloud a list of letters/words.

Sentence Comprehension measures the ability to identify the meaning of words and to comprehend the ideas and information in a sentence using untimed modified cloze procedure. Each item requires the examinee to read (aloud or silently) a sentence with a missing word, and then say the word that best completes the sentence.

Spelling measures an individual's ability to write letters and words from dictation without a time limit.

Math Computation measures an individual's ability to count, identify numbers, solve simple oral math problems, and calculate written math problems with a time limit. Problems are presented in a range of domains including arithmetic, algebra, geometry, and advanced operations.

Note: Aptitude & Perception code designations are as follows:

<u>Cognitive Aptitudes</u>	<u>Perceptions</u>	<u>Dexterity/Coordination</u>
R=Reasoning	S=Spatial Perception	Md=Manual Dexterity
M=Math	P=Form Perception	F=Finger Dexterity
L=Language	Q=Clerical Perception	K=Motor Coordination
		E=Eye-Hand Coordination

BELOW AVERAGE (<34th%-ile)

Note: See Appendix 1 for code definitions.

<u>Percentile</u>	<u>Standard Score</u>	<u>Aptitude/Perception</u>	<u>Name of Test or Subtest</u>
24	86	Q	EAS VISUAL SPEED & ACCURACY
17	81	R SPQ	EAS SPACE VISUALIZATION
25	86	R L Q	EAS VERBAL REASONING
10	74	Q F E	EAS MANUAL SPEED & ACCURACY
9	73	RML	WAIS VERBAL COMPREHENSION (VCI)
14	78	R L SPQ	WAIS PERCEPTUAL REASONING (PRI)
23	85	L	WRAT WORD READING
1	55	L	WRAT SPELLING
1	55	RM	WRAT MATH COMPUTATION

AVERAGE (34th to 65th %-ile)

Note: See Appendix 1 for code definitions.

Percentile	Standard Score	Aptitude/Perception		Name of Test or Subtest
57	105	R	PQ	EAS VISUAL PURSUIT
55	104	RM	Q	EAS NUMERICAL REASONING
55	104	RM	Q	EAS SYMBOLIC REASONING
56	104		K MdE	LI MANUAL DEXTERITY
37	92		KF E	LI FINGER DEXTERITY
34	91	R	L	WRAT SENTENCE COMPREHENSION

ABOVE AVERAGE (>65th %-ile)

NONE

6. WORK HISTORY & TRANSFERABLE SKILLS:

Client said his first work experience was as a Construction Helper, at age 18. This full-time job lasted for two months. Client was laid off, when the project was completed. Shortly thereafter, Client was hired by Target, to gather groceries for online orders and deliver them to customers, in the parking lot. He did this as a seasonal job, for about a month, and then was later hired to fulfill the same task, on a permanent basis. Client was *dismissed* from this position, after six months, due to an *unexcused absence*, noting that his brother had a seizure.

He also delivered for Door Dash, for about four months, before leaving for better pay at a Target department store, as an Overnight Stocker (age 19). He kept this full-time job for three months, before leaving to relocate. Client said that he most enjoyed working at Target, where he found the tasks “easy”. He least enjoyed construction work, which he found “dirty”. Based upon interview responses, Client’s qualified work history appears to include key tasks associated with the following job titles:

DOT Code	Job Title	VQ	SVP	Skill Level	VA	VIPR
869.664-016	Construction Worker I	112.55	4	Semi-Skilled	77%	ESTJ
299.367-014	Stock Clerk	98.53	4	Semi-Skilled	75%	ISFP
222.487-014	Order Filler	94.56	3	Semi-Skilled	70%	ISFP
299.477-010	Deliverer, Merchandise	88.93	2	Unskilled	70%	ISFP

The vocational diagnosis and assessment of residual employability (VDARE) method was employed to establish Client’s transferable skills, via the McCroskey Vocational Quotient System. Job definitions associated with Client’s work history can be readily accessed by entering the associated DOT number (xxx.yyy-zzz) into any online search engine. In addition to the SVP (Specific Vocational Preparation), MTEWA (Machines, Tools, Equipment and Work Aids) and MPSMS (Secondary Materials, Products, Subject Matter and Services) obviously associated with job titles in Client’s work history, analysis of transferable skills (**TSA**) from previous qualified employment suggests experience with: **Compiling**, **comparing & computing data**; **servicing**, **taking instructions from**, **helping**, **speaking with & signaling people**; and **handling & manipulating things**.

Client claimed no experience with most standard business practices, such as bookkeeping, inventory-control, shipping/receiving or scheduling. He never supervised anyone, but did do some **1-1 job training**, of new hires. He never used a computer, on the job, except for his own personnel issues, but he did claim some familiarity with **MS Word**. He has never used agricultural equipment, but he has used **lawn-care** machines. He has no experience with heavy construction equipment, machine-shop tools or welding rigs, but he has done some **woodworking** and has had some exposure to **auto mechanics**, in school. He has never used electronic test equipment, but he has experience with most standard hand & power **tools**. The largest vehicle he has driven is a **sedan**. See **Appendix 2** for a detailed rendering of transferable skills associated with the DOT Job Titles that represent Client's work history.

7. INTEREST-BASED WORK PERSONALITY:

The McCroskey Vocational Quotient System (MVQS) Vocational Interest and Personality Reinforcer (VIPR) survey, which produces a Meyers-Briggs Code, was administered, in order to obtain an estimate of Client's vocational interest pattern and work personality. This instrument matches individuals with specific job types, based on their vocational interests, occupational values, needs, and general Jung people-based personality type.

Client's VIPR-Type was found to be **INTP (Introversion, iNtuiting, Thinking, Perceiving) – “The Architect”**. Personnel sharing this interest-based work-personality profile are often described with terms such as **Precision Oriented, Discerning, Understanding**. Often possessed of superior analytic skills, technical knowledge, and adaptability, INTPs enjoy problem-solving at the systems level, and will instinctively pursue conceptual designs that address perceived needs.

Consequently, they are often attracted to careers that require **long term or strategic planning, conceptualization, and design**...especially in scientific or technical fields. Some examples are: **Computer Professional, Architect, Research Assistant, Fine Artist, Food Service Worker, Surveyor, Executive Manager, Social Scientist, Writer, Editor, and Photographer**. *Of course, a variety of other factors, such as education, aptitude, physical capacity; psychological factors and labor market access, bear on the potential for success in these occupations.*

1. Energizing: 13/14 (nearly equivalent)

(E)xtraversion - Preference for drawing energy from the outside world of people, activities or things.

(I)ntroversion - Preference for drawing energy from one's internal world of ideas, emotions, or impressions.

2. Attending: 11/16

(S)ensing - Preference for using the five senses to define reality.

i(N)tuition - Preference for using the imagination to envision what is possible.

3. Deciding: 17/10

(T)hinking - Preference for organizing and structuring information to decide in a logical, objective way.

(F)eeling - Preference for organizing and structuring information to decide in a personal, value-oriented way.

4. Living: 6/21 (well differentiated)

(J)udgement - Preference for a planned and organized life.

(P)erception - Preference for a spontaneous and flexible life.

8. OCCUPATIONAL VALUES & NEEDS:

The Occupational Values and Needs Inventory (OVNI) was administered to obtain an estimate of Client's vocationally-relevant perceived values and needs. This is a self-rating instrument which profiles the individual's preferences, in terms of 20 specific job-related reinforcers. This profile is then used to match the individual with specific job types, based on work values ("global aspects of work that are important to a person's satisfaction"), published by the U.S. Department of Labor. Client's profile suggests that **morality predominates**, followed closely by Ability Utilization, Activity, Security, Working Conditions, Advancement & Technical Supervision. Client viewed Achievement, Independence, Variety, Compensation, Recognition, Co-Workers, Social Service, Company Policies, Personal Supervision, Creativity, Responsibility & Autonomy as being of average importance, while *Authority & Social Status* seemed to be of least significance to him.

ANALYSIS (Worker-Trait Profile)

1. ESTIMATED GENERAL COGNITIVE APTITUDE LEVEL:

GCA = 26th Percentile / Low Average

Client's general cognitive aptitude (learning ability) was estimated via averaged standard scores of tests which involve reasoning. Intelligence quotient is best measured by a Licensed Psychologist, using an instrument such as the Wechsler Adult Intelligence Scale (current version). In his 11/05-2022 Report of Brief Psychological Evaluation, Dr. A.A. Wwwwwww registered Client's **6thile WAIS Full-Scale** score of 74 in the Borderline range, with 9thile GAI (General Ability Index) & VCI (Verbal Comprehension Index); 14thile PRI (Perceptual Reasoning Index); 4thile WMI (Working Memory Index); and 12thile PSI (Processing Speed Index).

2. ESTIMATED ACADEMIC BASIC SKILLS ACHIEVEMENT LEVELS:

Academic basic skills achievement levels are estimated through the use of the Wide-Range Achievement Test V (WRAT):

<u>Grade Level</u>	<u>Name of Test or Subtest</u>
9.5	WRAT Word Reading
2.6	WRAT Spelling
3.0	WRAT Math Computation
10.0	WRAT Sentence Comprehension

CLIENT'S VOCATIONAL INTEREST STATEMENT

When asked about his career thoughts, Client said he wants to become an **Entrepreneur**, so that he can have "**multiple passive income streams**". He is also interested in working in the **music industry**. With respect to a "day job", Client said he might be adaptable to working on a **loading dock**. Client's mother said that he **may be able to go to work as a Welder Helper, with his step-father, in January**. Client stated that he would be willing to relocate and/or undergo deployment of any duration/frequency. He said he would likely discuss his career options with his girlfriend, before making a final decision.

Of the 40 job titles found to be most closely related to Client's expressed career interests, the following **16** (many of which are among those recommended for consideration) fall within the most critical aptitude, physical-functional capacity & environmental tolerance parameters of his worker-trait profile:

Notes: VQ = Vocational Quotient, which is an indicator of job difficulty (Mean=100; SD=15). Job definitions can be accessed by entering the DOT Code into any search engine.

DOT Code	Job Title	VQ
194.362-010	Recording Engineer	104.9175
292.667-010	Driver Helper, Sales Route	86.8274
904.687-010	TTR Moving Van Driver	94.1854
909.687-014	Laborer, General	80.105
914.667-010	Loader I	106.7323
914.687-014	Loader Helper	88.854
921.565-010	Cement Loader	89.8853
921.663-070	Truck Loader, O/H Crane	90.2355
921.667-022	Laborer, Hoisting	93.0305
921.683-042	Front-End Loader Operator	95.8567
921.683-050	Industrial-Truck Operator	95.3586
921.686-014	Conveyor Feeder-Offbearer	78.7967
921.687-018	Loader	87.3841
922.687-070	Lumber Handler	87.2431
939.687-018	Laborer	89.0592
962.664-014	Recording Studio Set-Up Wkr.	93.082

Of the 40 job titles found to be most closely related to Client's expressed career interests, the following one features only one critical aptitude requirement (***Q = Clerical Perception***) which exceeds Client's worker-trait profile. With substantial accommodation, this may be a suitable option.

DOT Code	Job Title	VQ
185.167-022	Manager, Food Concession	102.8158

THE JOB-MATCHING ANALYSIS & SYNTHESIS

The following data are based upon an analysis of Client's worker-traits, in comparison with worker-trait requirements typically associated with locally hired-for job titles, as published by the U.S. Department of Labor. These worker-traits include: basic academic skill levels; vocationally-relevant aptitudes (learning abilities); coordination & dexterity data; disability data; physical-functional & environmental-tolerance restrictions. Other factors taken into consideration include: Client's mental health & other medical data; Client's expressed interests & occupational preferences; transferable skills from work-history; vocational interest patterns; work-personality profile; local labor-market data; and other vocationally-relevant factors. The result is a synthesis of potentially suitable vocational options.

HOW TO READ THE JOB-MATCH LIST

The McCroskey Vocational Quotient System (MVQS) was employed to compare Client's Transferable Skills and Worker Trait Profile with the corresponding characteristics, associated with selected job titles from the U.S. Department of Labor's Dictionary of Occupational Titles. The output of this process, known as the Job-Match List, features the following information:

DOT – Dictionary of Occupational Titles code
VQ – Vocational Quotient: An indicator of job difficulty
TS – Transferable Skills Percentage
VA – Occupational Values & Needs Agreement
VIPR- Vocational Interest Personality Reinforcer (Work-Personality) Type

SVP – Specific Vocational Preparation: 1= Short Demo Only; 2 = Up to 30 Days; 3 = 30 to 90 days; 4 = 90 to 180 days; 5 = 6 to 12 months; 6 = 1 to 2 years (Cert./AA); 7 = 2 to 4 years (AA/BA/BS); 8 = 4 to 10 years (MA/MS/PhD); 9 = over 10 years.

Ratings which reach critical levels (VQ=**88/98**;/>;TS=**40%/60%**;VA=**75%/80%**) are bolded or bold/highlighted; VIPR=**INTP**.

VIPR=INTP/ENTP/ISTP/INFP are bold/highlighted; **VIPR**=any 2 of INTP are bolded.

Job Titles are bold/highlighted if 4 values are bolded or if 3 are bolded and 2 are also highlighted.

Job Titles are bolded if 3 values are bolded or if 2 are bold/highlighted.

RECOMMENDED VOCATIONAL OPTIONS

Labor-Market Data: Local wage, growth and openings data are based on employment projections published by the Florida Department of Economic Opportunity (FLDEO). Employer names can be drawn from a variety of online resources, including the Florida Research and Economic Information Database Application (FREIDA). The corresponding SOC (ONET) Occupation, with SOC Code and (quarterly-updated) local labor-market data is positioned directly below the DOT Job Title(s). Based upon labor market research (LMR), using the Florida Department of Economic Opportunity (*FLDEO*) Employment Projections, the “Occupations” (*crosswalked from the selected D.O.T. job titles*) were found to project local openings, over the 2021-2029 period. Note: In this case, "local" means **Workforce Region 17** (Polk County). **Bolded** data are more significant. **Highlighted** data are most significant.

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
6,7	1	2	3	4	5

Notes:

1. Entry Wage figures => **\$14/hour** are bolded; => **\$19/hour** are also highlighted.
2. Avg. Wage figures => **\$19/hour** are bolded; => **\$23/hour** are also highlighted.
3. Growth rates => **9%** are bolded.; => **12%** are also highlighted.
4. Annual openings => **400** are bolded; => **1K** are also highlighted.
5. Training Requirements (see * below)
6. **Titles** featuring 3 bolded values (of 2, if both are also highlighted) are bolded.
7. **Titles** featuring 4 bolded values (or 3, if 2 are highlighted) are bold/highlighted.

*** Training Requirements:**

A: associate degree

B: bachelor's degree

HS: high school diploma or GED

M+: master's, doctoral or professional degree

NR: no formal educational credential required

PS: postsecondary non-degree award

PRIMARY

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
869.381-583	Carpenter, Interior Systems	113.77	7	63%	83%	ESTP
860.381-581	Carpenter, Piledriver	112.55	4	77%	77%	ESTJ
860.664-010	Carpenter I	99.70	4	43%	86%	ESTP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Carpenters (472031)		\$15.59	\$21.21	14.5	1,693	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
630.281-018	Pump Servicer	110.47	7	20%	85%	ISFP
638.281-034	Hydraulic Repairer	103.26	7	20%	85%	ISFP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Industrial Machinery Mechanics (499041)		\$16.65	\$25.42	10.9	910	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
821.261-010	CATV Line Technician	108.09	6	20%	85%	ENTP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Telecom. Equip. Install/Repairers... (492022)		\$14.41	\$23.97	12.0	561	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
824.681-010	Electrician	103.01	4	40%	89%	ISTJ

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Electricians (472111)		\$21.90	\$31.52	01.3	762	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
639.281-022	Medical-Equip. Repairer	100.43	5	20%	87%	INTP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Medical Equipment Repairers (499062)		\$19.01	\$25.05	15.9	79	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
299.677-014	Sales Attdt, Bldg. Materials	93.48	3	91%	75%	ISFP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Parts Salespersons (412022)		\$16.82	\$20.90	14.8	531	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
143.457-010	Photographer	91.01	3	20%	82%	ENTP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Photographers (274021)		\$16.40	\$23.31	09.5	69	PS

ALTERNATES

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
899.684-046	Maint. Worker, Municipal	113.90	5	51%	75%	ESTJ
869.664-014	Construction Worker I	112.55	4	97%	77%	ESTJ
869.381-018	Pipe Installer	107.09	7	66%	82%	ESTJ
869.684-030	Lawn-Sprinkler Installer	100.74	5	74%	82%	ESTJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Construction Laborers (472061)	\$12.77	\$17.25	11.6	2,936	NR

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
850.683-010	Bulldozer Operator I	112.31	5	23%	76%	ESTJ
921.663-062	Truck-Crane Operator	95.80	5	40%	79%	ISFJ
921.663-022	Derrick Operator	95.80	4	40%	79%	ISFJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Operating Engineers..Construction Equip. Ops. (472073)	\$16.14	\$21.12	04.1	641	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
292.353-010	Driver, Sales Route	108.51	3	46%	83%	ESFP

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Driver/Sales Workers (533031)	\$14.24	\$17.69	11.1	1,333	HS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
620.261-022	Construction-Equip. Mech.	107.70	7	23%	86%	ISTP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Mobile Heavy Equip. Mechs, Except Engines (493042)		\$19.00	\$25.05	08.8	150	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
844.364-010	Cement Mason	107.53	7	49%	81%	ESTJ

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Cement Masons & Concrete Finishers (472051)		\$15.78	\$20.89	09.2	203	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
316.684-018	Meat Cutter	107.42	6	26%	77%	ISFP

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Butchers & Meat Cutters (513021)		\$12.86	\$17.33	05.5	287	HS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
295.357-014	Tool-&Equip.-Rental Clerk	107.33	4	43%	82%	ESTP
295.367-026	Storage-Facility Rental Clerk	101.77	2	40%	82%	ESTP
295.467-026	Automobile Rental Clerk	99.44	4	40%	82%	ESFJ

Potentially		2021	2021	<u>2021-2029</u>		
Suitable Local		Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)		Wage	Wage	Rate%	Openings	Rqmt
Counter & Rental Clerks (412021)		\$13.13	\$16.65	16.7	481	HS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
810.684-010	Welder, Tack	107.20	5	20%	76%	ESTJ
811.684-014	Welder, Gas	107.17	5	20%	79%	ESTJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Welder, Cutters... (514121)	\$16.36	\$22.88	10.1	1,073	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
807.381-010	Automobile-Body Repairer	106.70	7	23%	85%	ISFP
865.684-010	Glass Installer	98.57	4	43%	79%	ISFP

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Automotive Body...Repairers (493021)	\$16.78	\$20.49	06.6	170	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
620.281-038	Front-End Mechanic	105.76	6	20%	81%	ISFP
620.281-026	Brake Repairer	105.64	6	20%	81%	ISFP

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Automotive Service Techs/Mechs (493023)	\$13.80	\$20.39	04.6	1,163	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
194.362-010	Recording Engineer	104.92	7	20%	83%	ENFJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Audio & Video Equipment Techs (274011)	\$17.49	\$22.76	29.3	49	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
185.167-022	Manager, Food Concession	102.82	6	20%	85%	ESTJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
First-Line Supervisors of Retail Sales Workers (411011)	\$15.92	\$33.55	01.3	2,615	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
261.357-062	Salesperson, Shoes	102.45	4	46%	86%	ESTP
279.357-050	Salesperson, Gen. Hardware	97.43	4	43%	86%	ESTP
279.357-054	Salesperson, Gen. Mdse.	97.43	3	49%	86%	ESTP

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Retail Salespersons (412031)	\$11.00	\$19.31	07.7	8,413	HS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
840.381-010	Painter	102.44	7	49%	76%	ESTJ
840.381-640	Coating Finisher, Architect.	102.44	7	49%	76%	ESTJ

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Painters, Construction... (472141)	\$13.12	\$16.82	10.3	708	HS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
862.681-010	Plumber	101.64	6	63%	86%	ISTP

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Plumbers, Pipefitters... (472152)	\$16.73	\$23.92	03.3	265	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
919.663-026	Tow-Truck Operator	96.42	3	20%	75%	ISTJ

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Truck Drivers, Heavy & Tractor-Trailer (533032)	\$14.46	\$19.64	10.9	8,170	PS

DOT Code	Job Title	VQ	SVP	TS	VA	VIPR
921.683-042	Front-End Loader Operator	95.86	3	40%	77%	ISFJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Industrial Truck & Tractor Operators (537051)	\$12.66	\$14.87	14.8	2,780	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
862.684-022	Pipe-Fitter Helper	95.04	3	46%	75%	ISTP

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Helpers, Construction Trades, All Other (473019)	\$13.38	\$14.00	17.0	749	NR

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
842.684-014	Dry-Wall Applicator	94.74	6	46%	80%	ESTJ
869.684-050	Sheetrock Applicator	88.47	3	63%	80%	ESTJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Drywall & Ceiling Tile Installers (472081)	\$19.21	\$27.09	11.6	145	PS

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
862.684-014	Laborer, Constr.... Leak Gang	94.40	4	43%	79%	ISTP
929.687-022	Laborer, Salvage	88.26	2	40%	70%	ESTP
819.687-014	Welder Helper	85.05	2	20%	70%	ESTJ

Potentially	2021	2021	<u>2021-2029</u>		
Suitable Local	Entry	Avg.	Growth	Local	Tng
Occupations (w/SOC Code)	Wage	Wage	Rate%	Openings	Rqmt
Helpers, Production Workers (519198)	\$14.20	\$15.54	04.4	596	NR

<u>DOT Code</u>	<u>Job Title</u>	<u>VQ</u>	<u>SVP</u>	<u>TS</u>	<u>VA</u>	<u>VIPR</u>
904.687-010	TTR Moving Van Driver Helper	94.19	3	20%	76%	ESTJ
962.664-014	Recording Studio Set-Up Worker	93.08	4	20%	79%	ESTJ
921.667-022	Laborer, Hoisting	93.03	3	40%	77%	ESTJ
929.687-030	Material Handler	89.59	3	40%	77%	ESTJ
922.687-070	Lumber Handler	87.24	2	40%	77%	ESTJ

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	2021-2029 Growth Rate%	Local Openings	Tng Rqmt
Freight, Stock & Material Movers, Hand (537062)	\$14.54	\$18.38	16.3	11,021	NR

For Potential Local Employers – follow this procedure:

1. Go to <http://freida.labormarketinfo.com/>
2. Select “Services For Individuals” from blue bar at top of screen.
3. Select “Job Seeker Services”
4. Select “Employer Search by Occupation”
5. Click on Florida; Area Type (County); Specific Area (Your County Name)
6. Click on the Letter that your target Occupation begins with.
7. Select the Industry Type of interest.
8. Click on the Company Name, for contact information.

For Current Openings - go to the following URLs:

<http://www.employflorida.com/jobbanks/>
<http://www.thecareerindex.com>
<http://www.careerbuilder.com>
[http://\(labor market of interest\).craigslist.org/jjj/](http://(labor market of interest).craigslist.org/jjj/)

ACCOMMODATIONS

While all recommended job titles fall within Client’s residual functional capacity parameters, according to the USDOL’s Dictionary of Occupational Titles (DOT), there may be duties, unique to particular positions, which exceed Client’s profile. In such cases, arrangements may be required which provide reasonable accommodation, with respect to Client’s functional restrictions. While a job analysis would be required to determine what specific accommodations might be suitable to the position that Client is hired for, here follows some options for consideration:

ADHD

In order to minimize the impact of Client’s **ADHD**, he may require the following accommodations: **Divide** large assignments into several small tasks; Set a **timer** to make an alarm after assigning ample time to complete a task; Provide a **checklist** of assignments; Supply an electronic or handheld **organizer**, and train on how to use effectively; Use wall **calendar** to emphasize due dates; Develop a **color-coded** system (each color represents a task, event, or level of importance, etc.) and apply to calendar, files, forms, tools, equipment, materials, etc; Allow co-worker or supervisor to add entries on the calendar, or to **double-check** Client’s entries; Provide **written instructions**; Allow **additional training time** for new tasks; Offer training **refreshers**; Use **flow-chart** to indicate steps in a task; Provide **written, auditory and graphic cues**; Use **post-it notes** as reminders of important dates or tasks; Use a **noise canceling headset**;

Hang **sound absorption panels**; Use a **white noise machine**; **Relocate Client's office** space away from audible distractions; Redesign Client's office space to **minimize audible distractions**; Install space enclosures (**cubicle walls**); **Reduce clutter** in the Client's work environment; Redesign Client's office space to **minimize visual distractions**; Relocate Client's office space away from visual distractions; Develop **color-code system** for files, projects, or activities; Use **weekly chart** to identify daily work activities; Use the services of a **professional organizer**; Assign a **mentor** to help Client; Allow supervisor to assign **prioritization** of tasks; Assign new project only when previous project is **complete**, when possible; Provide a "**cheat sheet**" of high-priority activities, projects, people, etc; Use **Job Coach** to help Client understand different social cues and teach/reinforce techniques to **control impulsivity**, as well as to teach/reinforce **organization skills**; **Identify areas of improvement** for Client in a fair and consistent manner; Make attendance at **social activities optional**; Use **training videos** to demonstrate appropriate **behavior** in workplace; Encourage Employees to **minimize personal conversation**, or **move personal conversation away from work areas**; Provide **sensitivity training** (disability awareness) to all Employees; Encourage all Employees to **model** appropriate social skills; Adjust the **supervisory method** to better fit the Client's needs; Allow the Client to **work from home**; Adjust method of communication to best suit the Client's needs; Use **role-play** scenarios to demonstrate appropriate behavior in workplace; Provide **structured breaks** to create an outlet for physical activity; **Review conduct policy** with Client, on a frequent basis (not just in response to an incident); Adjust method of supervision to better prepare Client for **feedback, disciplinary action**, and other communication about job performance; Provide **private workspace** where Client will not disturb (or be disturbed by) others; **Separate tasks**, so that each can be completed one at a time; Create a **flow-chart** of tasks that must be performed at the same time, carefully labeling or color-coding each task in sequential or preferential order; Provide individualized/specialized training to help Client learn techniques for **multi-tasking** (e.g., typing on computer while talking on phone); Identify tasks that must be performed simultaneously and tasks that can be performed individually; Provide specific feedback to help Client **target areas for improvement**; Remove or **reduce distractions** from work area; Supply **ergonomic equipment** to facilitate multi-tasking; Clearly represent **performance standards** such as completion time or accuracy rates; When possible, **automate paperwork** by creating electronic files; Use **speech recognition software** to enter text or data into electronic files; Save time filling out paper forms by completing information **in advance**, using pre-filled forms, or adhering pre-printed stickers; Use **bullet lists** in place of writing text; Supply large quantities of regularly-used forms; **Re-design** commonly used forms; Use large font; **Double space or triple space**; Provide adequate **space for hand-written** response.

ASTHMA

Reduce/eliminate **lifting, walking**, etc; **Adjustable workstation** (flexibility to **sit or stand**) ; **Rest area** with cot; Later **start time**; Frequent **rest breaks**; Shorten **work day** and extend work week; **Job sharing**; Maintain a clean and healthy work **environment**; Provide air **purification**; **Condition**, heat, dehumidify, or add moisture to the air as appropriate; Provide **additional breaks** for the individual to get fresh air or take medication; Create a **smoke /fragrance-free** work environment; Consider an alternative work arrangement such as **work from home**; Allow for alternative work arrangements when **construction** is taking place; Use **alternative pest management** practices; Implement a **flexible leave policy**; Allow for alternative means of **communication** such as telephone, e-mail, instant messaging, fax, or memos; Modify the **work-site** to make it accessible; Provide an **accessible** parking space with an unobstructed and easily traveled path into the workplace, if necessary; Provide an entrance **free of steps** with **doors** that open automatically or that have a maximum opening force of five pounds; Provide an **accessible route** of travel to and from work areas used by the individual throughout the work environment;

Consider providing a **scooter** or motorized cart for the employee to use for long distances if the employee does not already use a mobility aid; Move the individual's workstation **closer** to equipment, materials, and rooms the individual uses frequently; **Modify** the workstation to accommodate a wheelchair, scooter, or the use of oxygen therapy equipment; range the workstation so materials and equipment are within reach range; Provide **restrooms** that are easily accessed from the individual's workstation; Review emergency **evacuation** procedures; Modify the **attendance policy**; Provide **leave** as an accommodation; Provide a modified or part-time work **schedule**; Provide an office or workspace that has working **windows**; Test indoor **air quality**; Use **air purification** systems throughout the building or in personal workstations; Reduce workplace **pollutants**; Provide a **mask**; Adjust indoor **temperature** to meet the individual's needs; Provide **pre-notification** of construction and cleaning in the workplace; Use **non-toxic** building **materials**, furnishings, supplies, flooring solvents, primers, stains, paints, etc.

Job-search and/or job development activities will need to take into account Client's functional restrictions, and not target positions which involve critical duties that exceed Client's restrictions, and cannot be accommodated.

OTHER VOCATIONALLY RELEVANT RECOMMENDATIONS

The following estimates are provided with the assumption that Client's performance, as referenced in this assessment, is generally representative of current capabilities. Client is reading at high-school level, but his math and spelling register in the lower elementary range. However, his general cognitive aptitude (learning ability) is estimated to be in the low-average range. In order to capitalize on this potential, prepare him for further vocational training and maximize his employment potential, he should be provided with intensive tutoring in math & spelling. He may be expected to raise his math and language ability to the level required for admission to most Florida public vo-tech training programs (GL 9/10), with as little as 24-36 months of such tutoring. With reasonable **accommodation** & implementation of recommended **supportive measures**, Client's prospects for successful completion of additional specific vocational preparation (SVP), in the form of on-the-job training (**OJT**) and certificate-level institutional vo-tech training, is believed to be:

EXCELLENT for brief (up to 30 days), informal OJT, typical of unskilled work (**SVP1,2**);

GOOD for more extensive (1-6 months) OJT, characteristic of semi-skilled work (**SVP 3,4**);

FAIR to GOOD for OJT lasting 6-12 months, typical of lower-level skilled (**SVP 5**) work;

FAIR for formal OJT or certificate-level training, lasting 1-2 years, typical of mid-range skilled work (**SVP 6**)

GUARDED for formal (>2 yr.) OJT or AA/AS/BA/BS, as seen in high-level skilled jobs (**SVP 7**).

Client would appear likely to benefit from **job development and job coaching** services, for assistance in arranging appropriate reasonable accommodations and adapting to job requirements, as well as job-search skills training. Recommend **consideration** be afforded to arranging for: **Legal consult** regarding potential for criminal record expungement; **Asthma Specialist** consult, for physical-functional/environmental-tolerance restrictions; **Tutoring** in math & spelling; and **Nutritionist** consult to assist Client with his weight-control (BMI = 30). In his 11/05-2022 Report of Brief Psychological Evaluation, Dr. A.A. Wwwwwww recommended a comprehensive psychological evaluation to **rule out co-morbid mental-health disorder and substance abuse**.

A NOTE FOR THE JOB COACH

Client's VIPR-Type is **INTP** (Introversion, iNtuiting, Thinking, Perceiving) – “**The Architect**”. Personnel sharing this work-personality/interest-pattern are often described as being “a thinker”... **precision oriented, discerning, and understanding**. At their best, people with INTP preferences are **independent problem-solvers**, who tend to excel at providing a **detached, concise analysis** of an idea or situation. They ask the hard questions, challenging others and themselves, to find new logical approaches. They tend to reference internal cognitive structures to find or develop underlying principles for understanding and explaining the world. They often approach almost everything with skepticism, forming their own opinions and standards, then applying these standards rigorously to themselves and those around them. Usually, they highly value intelligence and competence. INTPs are likely to be **logical, analytical, objectively critical, detached, contemplative**. INTPs often see possibilities beyond the present and obvious. They usually **love to theorize and discuss abstractions**, and are often mentally quick, insightful, and ingenious - intensely curious about ideas and theories.

INTPs quickly see inconsistencies and illogicality – naturally relishing taking apart and reworking ideas. They often tend to build complex theoretical systems to explain the realities they see. They usually find it **difficult to work on routine things**, but can bring great energy, intensity, and focus to **researching or analyzing** a problem that arouses their curiosity. INTPs are usually quiet and reserved, though they can be talkative in areas where they are especially knowledgeable. Unless their work requires action, they are more interested in the challenge of finding solutions than in putting solutions to practical use. They **prefer not to organize people or situations**.

INTPs tend to be tolerant of a wide range of behavior, arguing and raising issues only when they believe it is reasonable to do so. This flexibility disappears, however, when their ruling principles are challenged; then they stop adapting. INTPs prize precision in communication and dislike redundancy or stating the obvious. They tend to state the exact truth, but may make it so complex that others have difficulty understanding. Others usually see INTPs as **quiet, contained, calm, detached observers – independent and valuing autonomy**.

If life circumstances have not supported INTPs in the development and expression of their potential they may have no reliable way for taking in information and be immersed in their internal logical systems. Then they find it difficult to communicate or actualize their ideas. If they've not developed their thinking, they may go from insight to insight, never analyzing them with a critical eye, or integrating them into a whole. If INTPs do not find a place where they can use their gifts and be appreciated for their contributions, they usually feel frustrated and may become cynical, negative, sarcastic, destructively critical, self-isolating, prone to procrastination, and tending to engage in verbal sparring and arguments. If their feeling and sensing capacities have not been developed (which is frequently, but not always the case), INTPs tend to be insensitive to others' need for information and emotional connection. They may conclude that something others (or they, themselves) value is not important, because it's "not logical". In the extremes, they may fail to consider the impact of their ideas on people, and they may be impractical - forgetting details such as appropriate dress, paying bills, and taking care of physical needs. Under great stress, INTPs may erupt outwardly in inappropriate displays of emotion. The resulting explosive anger or hurt tearfulness is quite unnerving to others, as well as embarrassing to the usually calm and controlled INTP.

INTPs naturally tend to establish multiple long term idealistic goals, but will often have an action plan to reach those goals. Difficulties sometimes arise however, when unexpected opportunities emerge, or when they have failed to articulate intermediate objectives that are specific enough to enable a choice among realistic alternatives.

INTPs may appear to be "too quiet" in the interview...hesitant to "sell" their strong points. To counter this, they should be encouraged to "speak up"...to "sell" these strong points, while striving to establish some personal contact with the interviewer. Once they do establish such contact, they may become carried away with expressing their potential and ability to learn quickly, leading some interviewers to conclude that they are focusing too much on potential or possible performance. Thus, they should be careful to emphasize the contributions that they can make to the organization *now*. An ancillary issue has to do with potential co-workers and subordinates that they meet in an interview situation...they would frequently come across as overly "task-oriented" or impersonal. Consequently, it is essential that they strive to establish some personal contact with these personnel if possible.

INTPs are typically comfortable in the conduct of a logical analysis of career alternatives, but may neglect the most important values by focusing only on what is logical. Accordingly, they should be counseled to consider what is truly important to themselves and significant others and to view the outcome of logical analysis in this light. Finally, they may tend to put off decisions and should be encouraged to set a deadline for making a decision and posting it or announcing it to significant others.

- **Job Interview Preparation:**

Role playing will likely be the most effective and successful way to prepare for various interview situations. Applicants will build social skills through the practice, and in turn build confidence. If role playing was not a part of the transitional skills individuals received through a guidance counselor or student placement office, there is no need to worry! It is not too late to work at building those interviewing skills. When applicants learn more about themselves and build stronger interpersonal skills, they will feel more at ease in social situations and be able to better represent themselves. These are truly lifelong skills that we all work at improving upon.

It is vital for applicants to find someone they trust and can work well with. The job specialist, coach, or parent can be of enormous assistance in this area. Applicants need someone they are both comfortable and can be honest with to assist them in this preparation process. Most importantly, applicants need someone who will be able to view their performance honestly and objectively, and who can offer good constructive criticism.

Common interview questions can be found on several online sites. Applicants will want to look over several lists of questions to get the most rounded idea of the kind of information they may be asked to provide about themselves and their abilities. The greater variety of questions applicants are able to answer, the greater their ease will be during the interview process. Applicants will want to feel calm and relaxed, knowing that they have done their best to prepare themselves for the questions that may come their way. There is no way to prepare for every possible question that an employer could ask, but by becoming familiar with as many questions as possible, and being practiced and comfortable answering them, applicants will have a greater chance of positively representing themselves and their abilities.

Written responses to the most common interview questions, or the questions each applicant feels that they would have the most difficulty answering on the spot can provide an extra step towards preparation. The Job Coach may assist the Applicant in developing a list of the 20 "most difficult" questions, and then prepare written responses to each. These written responses should effectively answer the Interviewer's inquiry, then smoothly transition into a brief rendition of one or more aspects of the Applicant's "pitch" (usually the 3-4 key characteristics which match the Applicant to the job).

The Applicant should vocalize these responses, during the development phase, so that they can be revised and tailored to his/her style of speech. Each of the 20 most difficult interview question/answer items are drafted on separate sheets of paper, with the responses in large, bold, capitalized font, double or triple spaced, so that the Applicant can read them easily, with a brief glance. Highlighting every other line of the response in different colors can also help “guide the eye”.

These 20 Interview Q/A exercises should then be rehearsed (aloud), with the Job Coach reading the question, and the Applicant reading the response. (For additional independent practice, the 20 questions can be audio or video recorded.) As the responses are learned, the Applicant will need to look down at the “crib sheets” less and less frequently.

When familiarity with the material increases to a point *nearing* memorization, and the Applicant no longer needs to look down at the “crib sheets”, they can be discarded. Rehearsal continues with a mirror or video monitor in place, to help the Applicant refine his/her delivery. Friends and relatives may be drafted to read interview questions, to provide variety.

Finally, an “interview dress rehearsal” should occur, preferably with someone that the Applicant considers to be an “authority figure”, asking the 20 questions. The Applicant should dress as he/she would for an actual interview. This exercise should be conducted in an office setting, with the Applicant knocking and entering, then going through an introduction and other logical preliminaries, prior to initiating the mock interview. This process can be repeated as often as necessary.

The Job Coach need not be concerned that the Applicant will deliver rote/memorized responses, during an actual interview. One advantage of this preparatory technique is that the Applicant will have developed a set of coherent response *components*, which can be applied to a wide variety of questions, in an actual interview. Most importantly, though, is the sense of confidence that the Applicant will acquire... something that often makes a critical difference, in actual job interviews.

Applicants must do their homework and find out as much as possible about the position and the employer before the interview. The Occupational Outlook Handbook can be used to find good descriptions of jobs and what they entail. The Applicant can also find job descriptions by entering the DOT Code into any search engine. Online searches for information about the employer can be helpful too. Learn as much as you can about the industry as well. Applicants should have a couple of questions in mind, to ask at the end of the interview. Remember: The *wrong answer*, when the Interviewer asks if the Applicant has any questions, is “No”.

- **Helpful Hints for Job Coaches, in the Accommodation Process:**

Early and frequent contact with the employer is essential. Become the go-to person for issues concerning Client's work-adjustment. Give the employer one or more reliable ways to contact key staff. Get a release, detailing which aspects of Client's disability condition(s) can be discussed with employer. Establish contact with Client's family, roommate, or support-person, and find out who needs to be notified in case of emergency. Contact employer's EAP (Employee Assistance Program), to see what services/resources are available. Explore Client's rights under the ADA. Contact JAN (Job Accommodation Network; <http://askjan.org>) for info. & assistance. It would seem advisable to encourage a support person or team, possibly a family member(s) familiar with the effects of the disability, to be part of the process.

With assistance from Client's treatment team, determine how quickly the disability condition may progress (This will help in ascertaining the long-term accommodations that may need to be made.). *In some cases*, as the disability condition progresses, job-related tasks will likely become more difficult to perform. Provide accommodations so that the employee is able to continue working as long as possible, which may help to preserve an income and independence, as well as increase self-esteem. Monitor Client's performance to ensure the accommodations are effective (some adjustments or changes in accommodations may be necessary). Keep in mind that a reassignment may become necessary in some situations.

Prepared by:

CLINT DELONG, MA,CRC,CVE,CRV(D)

Appendices

1. Abbreviations, Codes & Values
2. Transferable Skills from Previous Employment

Appendix 1: EXPLANATION OF ABBREVIATIONS, CODES & VALUES

Notes regarding GED, aptitude, coordination and dexterity ratings:

<u>Cognitive Aptitudes</u>	<u>Perceptions</u>	<u>Coordination/Dexterities*</u>
R =Reasoning	S =Spatial Perception	K =Motor Coordination
M =Math	P =Form Perception	F =Finger Dexterity
L =Language	Q =Clerical Perception	Md =Manual Dexterity
		E =Eye-Hand Coordination

(Levels shown below are to be interpreted with respect to estimated general population norms)

GED (General Educational Development)

- 6** (Above Average) = approximately the top 20%
- 5** (High Average) = approx. 60-80%ile
- 4** (Mid Average) = approx. 40-60%ile
- 3** (Low Average) = approx. 20-40%ile
- 2** (Below Avg.) = approx. 6-20%ile
- 1** (Very Below Avg.) = approx. bottom 5%

Aptitudes

- 5** (Above Average) = approximately the top 20%
- 4** (High Mid- Average) = approx. 50-80%ile;
- 3** (Low Mid-Average) = approx. 20-50%ile
- 2** (Below Avg.) = approx. 6-20%ile
- 1** (Very Below Avg.) = approx. bottom 5%

Notes regarding physical demand capacity and environmental tolerance ratings:

Physical Demands

- 1** Lift, Carry, Push, Pull, Sit, Stand, Walk
- 2** Climb (Stairs, Ladders, Scaffold)
- 3** Bend, Stoop, Crouch, Squat, Kneel
- 4** Reach, Handle, Finger, Feel
- 5** Talk/Hear, Write Orders, Write Phone Messages
- 6** See Close-up, See Far-away

Environmental Tolerances

- 1** Weather
- 2** Extreme Cold
- 3** Extreme Heat
- 4** Damp, Humid, Wet
- 5** Noise
- 6** Hazards, Heights
- 7** Dust, Fumes, Odors, Mist, Gas

Exertion Levels

5 (Very Heavy Duty) = 100# or more

4 (Heavy Duty) = 50# to 100#

3 (Medium Duty) = 20# to 50#

2 (Light Duty) = 10# to 20#

1 (Sedentary) = 0# to 10#

Durations

Occasional = no more than 1/3 of the time

Frequent = 1/3 to 2/3 of the time

Continuous = 2/3 or more of the time. (Source: U.S. Department of Labor)

Other Vocational Codes

DOT – Dictionary of Occupational Titles code

VQ – Vocational Quotient: An indicator of job difficulty

TS – Transferable Skills Percentage

VA – Occupational Values & Needs Agreement

VIPR- Vocational Interest Personality Reinforcer (Work-Personality) Type

\$Avg - Average wage

Starting – Average starting wage

SVP – Specific Vocational Preparation: 1= Short Demo Only; 2 = Up to 30 Days; 3 = 30 to 90 days; 4 = 90 to 180 days; 5 = 6 to 12 months; 6 = 1 to 2 years (Cert./AA); 7 = 2 to 4 years (AA/BA/BS); 8 = 4 to 10 years (MA/MS/PhD); 9 = over 10 years.

Training Requirements:

A: associate degree

B: bachelor's degree

HS: high school diploma or GED

M+: master's, doctoral or professional degree

NR: no formal educational credential required

PS: postsecondary non-degree award

(Source: U.S. Department of Labor, FLDEO & McCroskey Vocational Quotient System)

Ratings which reach critical levels (VQ=**88/98**>/;TS=**>40%/60%**;VA=**>75%/80%**) are bolded or bold/highlighted; VIPR=**INTP**.

Regarding DOT Job-Title Data:

VIPR=INTP/ENTP/ISTP/INFP are bold/highlighted; **VIPR**=any 2 of INTP are bolded.

Job Titles are bold/highlighted if 4 values are bolded or if 3 are bolded and 2 are also highlighted.

Job Titles are bolded if 3 values are bolded or if 2 are bold/highlighted.

Regarding Labor-Market Data:

Potentially Suitable Local Occupations (w/SOC Code)	2021 Entry Wage	2021 Avg. Wage	<u>2021-2029</u> Growth Rate%	Local Openings	Tng Rqmt
6,7	1	2	3	4	5

Notes:

1. Entry Wage figures => **\$14/hour** are bolded; => **\$19/hour** are also highlighted.
2. Avg. Wage figures => **\$19/hour** are bolded; => **\$23/hour** are also highlighted.
3. Growth rates => **9%** are bolded.; => **12%** are also highlighted.
4. Annual openings => **400** are bolded; => **1K** are also highlighted.
5. Training Requirements (see * below)
6. **Titles** featuring 3 bolded values (of 2, if both are also highlighted) are bolded.
7. **Titles** featuring 4 bolded values (or 3, if 2 are highlighted) are bold/highlighted.