

## VOCATIONAL EVALUATOR, SENIOR

### KIND OF WORK

Professional vocational evaluation work.

### NATURE AND PURPOSE

Under limited supervision, conducts comprehensive vocational evaluations for Vocational Rehabilitation clients to determine their vocational potential in a wide variety of occupations; evaluates the physical tolerances of social security disability and workers' compensation clients to determine their capacity for engaging in substantial gainful employment; may serve as the coordinator and technical expert in a small vocational center; performs related work as required.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Coordinates and provides vocational evaluation work adjustment activities within a small center to ensure clients receive appropriate services by determining intake procedures, type of tasks and tests to be administered, and duration of client testing and training.

Conducts vocational/diagnostic interviews with clients to determine interest and career objectives by directly soliciting information regarding educational background, work history, and work preferences.

Determines the appropriate work evaluation techniques that will be used with the client to assess range of skills, abilities and limitations by administering written tests and/or developing simulations of work, work situations, and work sites.

Develops written and oral reports so the client, the referring rehabilitation counselor, or other authorized individual is provided with a comprehensive summary from which specific vocational planning can be formulated by detailing observations of the client's performance and behavior on tests and simulations and recommending future vocational strategies.

Performs on-site job analyses to develop work samples, simulated work situations and/or work sites in order to properly assess a client's potential by identifying and recording the various work activities performed and/or other work environment factors.

Visits industrial sites to make work site modification suggestions to employers to enhance retention opportunities for the handicapped worker by identifying type and extent of work barriers and determining and recommending corrective measures.

Develops new or modifies existing work samples to improve the evaluative capacity of a center by recommending occupational areas for task development, running procedures for work samples developed, and designing and constructing materials and equipment to be used in the work samples.

## KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

### Knowledge of:

Federal and state laws and regulations governing vocational rehabilitation, as well as its objectives, sufficient to give court testimony and to assist in developing rehabilitation plans.

Techniques and practices of vocational evaluation sufficient to evaluate client capabilities and design and implement work adjustment training.

Rehabilitation engineering principles sufficient to perform job analyses, develop work samples, make job modification recommendations, and make recommendations concerning appropriate vocational goals for each client.

Counseling theory and principles sufficient to interview clients and to work with counselors in developing vocational goals.

Physical, mental, and vocational impairments sufficient to develop or modify work samples in simulated work situations and to make job modification recommendations, and to help develop realistic vocational goals.

Occupations and their environmental demands sufficient to evaluate clients, design and implement work adjustment by training and develop simulated work situations.

Use and interpretation of vocational and psychological tests and measurements sufficient to evaluate clients and interpret results.

Ability to:

Evaluate the vocational functional level of a client and make decisions and recommendations concerning the appropriate vocational goal for each client.

Learn new job tasks and demonstrate them to clients involved in work adjustment training.

Conduct an effective diagnostic interview.

Establish and maintain effective rapport and work relationships with clients and staff members.

Write comprehensive reports.

Est.: 6/84 T.C.:

Rev.:

Former Title(s):