

## Approved Career Aptitude Assessments for TCA 49-6-412

### Overview

A career aptitude assessment is a tool used to help a student understand how a variety of skills and attributes impact the student's potential success and satisfaction with different career options and work environments. TCA 49-6-412 requires each LEA to administer a career aptitude assessment in grades seven or eight "in order to help inform a student's high school plan of study" and that the Tennessee Department of Education should "identify career aptitude assessments that LEAs may administer for purposes of this subsection."

The department conducted an analysis of currently available career aptitude/interest assessments both on the market or offered for free online. The list below indicates the career aptitude assessments that have been identified by the department as meeting many criteria for quality aptitude/interest assessments found in career exploration assessment literature.

### List of Current Career Aptitude/Interest Assessments

#### ***Assessments that fit all or most criteria:***

- YouScience
- Get Focused, Stay Focused
- Kuder
- O\*NET Interest Profiler
- College Board Career Finder and BigFuture
- TypeFocus Careers
- Jackson Vocational Interest Survey or JacksonCareer
- Career Decision-making system-revised, by Pearson
- Princeton Review Career Quiz
- Myers-Briggs

## Career Aptitude Assessment Matrix

### ***Outlining research-backed criteria met by each assessment***

The matrix below includes a list of approved career aptitude/interest assessments and the criteria emphasized in the literature as being important components of a career aptitude assessment that effectively supports students in both identifying careers that align with their aptitudes and interests, and connecting those careers to their school experience and academic work. The matrix indicates which criteria are met by each career aptitude assessment. The most highly-rated assessments meet all of the criteria listed (YouScience, Get Focused, Stay Focused, and Kuder). However, others are included that meet specific characteristics that provide high value, particularly the ability to develop a direct and psychological connection between success in schools and post-graduation paths/goals (criterion 1), including curricula and guidance for integration of the assessment into broader support and structures (criterion 2), and/or alignment with the DOTS<sup>1</sup> framework (criterion 3). It is also important to note *that assessments vary widely in terms of cost. Those with an Asterisk are free, while others require a fee.* Schools should explore the various interest/aptitude assessments using the *Career Aptitude Assessment Summary* matrix beginning on page 4 to help them identify the assessment that is best for their school.

<b>Career Aptitude or Interest Assessment</b>	<b>Criterion 1: Develop a direct and psychological connection between success in schools and post-graduation paths/goals.</b>	<b>Criterion 2: Supports high levels of teacher (or counselor) guidance and integration of assessment into broader support and guidance structures through curricula</b>	<b>Criterion 3: Selected program should play into multiple DOTS levels or go very deep into one.  (self-awareness, opportunity awareness, decision learning, and transition learning)</b>	<b>Criterion 4: Include an assessment of career beliefs, in addition to aptitude and interest measures</b>	<b>Criterion 5: Support individualized learning for youth</b>
<b>YouScience</b>	X	X	X	X	X
<b>Get Focused, Stay Focused</b>	X	X	X	X	X

<sup>1</sup> DOTS is a career preparation framework that includes four key aspects which collectively lead to employability (Watts, 2006). This structure was created by Bill Law and A.G. Watts about what to include in effective career education. (Decision learning, Opportunity awareness, Transition learning, and Self-awareness). [Here](#) is a short document about each of the four components.

Career Aptitude or Interest Assessment	Criterion 1: Develop a direct and psychological connection between success in schools and post-graduation paths/goals.	Criterion 2: Supports high levels of teacher (or counselor) guidance and integration of assessment into broader support and guidance structures through curricula	Criterion 3: Selected program should play into multiple DOTS levels or go very deep into one. (self-awareness, opportunity awareness, decision learning, and transition learning)	Criterion 4: Include an assessment of career beliefs, in addition to aptitude and interest measures	Criterion 5: Support individualized learning for youth
Kuder*	X	X	X	X	X
O*NET Interest Profiler*	X		X		X
College Board Career Finder and BigFuture*	X		X		X
TypeFocus Careers	X		X	X	X
Jackson Vocational Interest Survey or JacksonCareer	X		X		X
Career Decision-making system-revised, by Pearson	X		X	X	X
Princeton Review Career Quiz*	X		X		X
Myers-Briggs			X		X

## Career Aptitude Assessment Summary

### *Information on tool accessibility, cost, and summary characteristics*

The matrix below includes key information about each assessment, including the main landing page where one can access the tool and additional information, information on cost and delivery methods, and an explanation of how the assessment meets each of the criteria outlined in the Career Aptitude Assessment Matrix above.

<b>Career Aptitude or Interest Assessment</b>	<b>Product Website</b>	<b>Accessibility</b>	<b>Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff</b>
<b>YouScience</b>	<a href="https://www.youscience.com/">https://www.youscience.com/</a>	Some free resources available: You can reach out to Ivey Harrison for information about free resources ( <a href="mailto:ivey@youscience.com">ivey@youscience.com</a> ) \$29/profile	<ul style="list-style-type: none"> <li>- Meets all criteria</li> <li>- Includes curriculum and resources for both students and teachers (cost associated with these resources) created specifically for use by middle school students.</li> <li>- Cost required to access data, technical support, and many supporting resources</li> </ul>
<b>Get Focused, Stay Focused</b>	Overall information: <a href="http://getfocusedstayfocused.org/curriculum/">http://getfocusedstayfocused.org/curriculum/</a>  Career Choices and Changes Curriculum: <a href="https://v2.my10yearplan.com/">https://v2.my10yearplan.com/</a>	Price ranges from \$45.95 - \$65.95 / login	<ul style="list-style-type: none"> <li>- Meets all criteria</li> <li>- Curriculum ideal for 8<sup>th</sup> or 9<sup>th</sup> grade students</li> <li>- Designed as a semester or year-long Freshman Transition course</li> <li>- Includes aligned, classroom-based lessons and workbooks for 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> grade</li> <li>- Online 10-year plan can be used for student goal planning throughout high school</li> </ul>

Career Aptitude or Interest Assessment	Product Website	Accessibility	Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff
<b>Kuder*</b>	<a href="https://tn.kuder.com/landing-page#">https://tn.kuder.com/landing-page#</a>	<p>Resources are free for TN schools</p> <p>If your school has not yet set up an account, you can do so for free by contacting Kuder Client Engagement:</p> <ul style="list-style-type: none"> <li>o email: clientengagement@kuder.com</li> <li>o Phone number: 877-999-6227</li> <li>o Open weekdays 7-5 central</li> </ul> <p>To support students working from home due to COVID-19, Kuder also provides additional free resources <a href="#">here</a> through June 1<sup>st</sup>.</p>	<ul style="list-style-type: none"> <li>- Meets all criteria</li> <li>- Contains age appropriate career exploration activities for elementary, secondary, and postsecondary levels.</li> <li>- Services and resources can be tailored to fit specific school needs</li> </ul>
<b>O*NET Interest Profiler*</b>	<a href="https://www.mynextmove.org/explore/ip">https://www.mynextmove.org/explore/ip</a>	This is a free resource	<ul style="list-style-type: none"> <li>- Meets many criteria and is a free resource</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming</li> <li>- This assessment does not include an assessment of career beliefs/values</li> </ul>

Career Aptitude or Interest Assessment	Product Website	Accessibility	Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff
<b>College Board Career Finder and BigFuture*</b>	<a href="https://bigfuture.collegeboard.org/explore-careers">https://bigfuture.collegeboard.org/explore-careers</a>	Available online only; Access is free with an account	<ul style="list-style-type: none"> <li>- Meets many criteria</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming</li> <li>- This assessment does not include an assessment of career beliefs/values</li> <li>- A student must create a College Board account to use this product.</li> <li>- This tool connects students career interests with possible college majors.</li> </ul>
<b>TypeFocus Careers</b>	<a href="https://v6.typefocus.com/beforelogin/home">https://v6.typefocus.com/beforelogin/home</a>	\$34.95/ person	<ul style="list-style-type: none"> <li>- Meets most criteria</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but does not provide supporting curriculum</li> <li>- This assessment may not be suitable for MS or early HS. However, it is utilized by community colleges in TN (Vol State), providing continuity of use.</li> </ul>
<b>Jackson Vocational Interest Survey or JacksonCareer</b>	<a href="https://www.jvis.com/default.htm">https://www.jvis.com/default.htm</a>	\$22/ person	<ul style="list-style-type: none"> <li>- Meets many criteria</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but does not provide supporting curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming</li> <li>- This assessment does not include an assessment of career beliefs/values</li> </ul>

Career Aptitude or Interest Assessment	Product Website	Accessibility	Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff
<b>Career Decision-making system-revised, by Pearson</b>	<a href="https://www.pearsonassessments.com/store/usassessments/en/Store/Professional-Assessments/Career-Planning/Career-Decision-Making-System-Revised/p/100000512.html">https://www.pearsonassessments.com/store/usassessments/en/Store/Professional-Assessments/Career-Planning/Career-Decision-Making-System-Revised/p/100000512.html</a>	Price options can be found <a href="#">here</a>	<ul style="list-style-type: none"> <li>- Meets most criteria</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but does not provide supporting curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming</li> <li>- A student must create an account to use this product.</li> </ul>
<b>Princeton Review Career Quiz*</b>	<a href="https://www.princetonreview.com/quiz/career-quiz">https://www.princetonreview.com/quiz/career-quiz</a>	Available online only. Access is free with an account	<ul style="list-style-type: none"> <li>- Meets many criteria</li> <li>- This is an effective assessment at connecting interests/aptitudes with careers, but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming</li> <li>- This assessment does not include an assessment of career beliefs/values</li> <li>- A student must create a Princeton Review account to use this product.</li> </ul>
<b>Myers-Briggs</b>	Full MBPI assessment: <a href="https://www.mbtionline.com/en-US/For-you">https://www.mbtionline.com/en-US/For-you</a>  Information about the full assessment: <a href="https://www.myersbriggs.org/">https://www.myersbriggs.org/</a>	Full MBPI assessment = \$49/ person  Free elements exist online	<ul style="list-style-type: none"> <li>- Meets minimal criteria (2)</li> <li>- This assessment is endorsed by TN legislature.</li> <li>- Aside from a brief report on how each type typically operates in a workplace setting and what careers each type tends toward, there is limited information or curricula to accompany this assessment. Much of this would fall on the instructors or counselors. This assessment could be utilized in addition to an O*NET search, however.</li> <li>- This assessment focuses heavily on self-awareness</li> </ul>

## Additional Assessments

***These assessments do not Fulfill TCA 49-6-412 but many still be beneficial for students' career and self-exploration***

The matrix below includes skills assessments that can provide additional information to students about skills needed for the workplace and specific career options available through the military. The content of these assessments do not satisfy the requirements of TCA 49-6-412, but can still be beneficial for students.

<b>Career Aptitude or Interest Assessment</b>	<b>Product Website</b>	<b>Accessibility</b>	<b>Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff</b>
<b>WorkKeys</b>	WorkKeys Curriculum: <a href="https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/curriculum.html">https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/curriculum.html</a>  WorkKeys Assessments: <a href="https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html">https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html</a>	\$27/person	<ul style="list-style-type: none"> <li>- Meets many criteria</li> <li>- There are 8 WorkKeys assessments: Applied Math, Graphic Literacy, Workplace Documents, Applied Technology, Business Writing, Workplace Observation, Fit, and Talent</li> <li>- These assessments measure a range of hard and soft skills relevant to any occupation, at any level, and across industries, but do not focus much on aptitudes.</li> <li>- Successful completion of WorkKeys core assessments (Applied Math, Graphic Literacy, and Workplace Documents) can lead to earning an ACT WorkKeys® National Career Readiness Certificate™ (ACT WorkKeys NCRC®)</li> </ul>



Career Aptitude or Interest Assessment	Product Website	Accessibility	Suitability Summary – Criteria Met, Requirements for Students, Requirements for Faculty/Staff
ASVAB*	<a href="https://www.nationalguard.com/the-asvab?utm_campaign=ngpaidsearch&amp;utm_source=89&amp;utm_medium=googlenonbrand&amp;utm_content=web&amp;gclid=EAlaQobChMIYX88QvH6QIV18DICh2qdgazEAAYASABEGKHMPD_BwE&amp;gclidsrc=aw.ds">https://www.nationalguard.com/the-asvab?utm_campaign=ngpaidsearch&amp;utm_source=89&amp;utm_medium=googlenonbrand&amp;utm_content=web&amp;gclid=EAlaQobChMIYX88QvH6QIV18DICh2qdgazEAAYASABEGKHMPD_BwE&amp;gclidsrc=aw.ds</a>	<p>The military does not charge candidates a test fee. It's free to take, although you can choose to enroll in courses to help you prepare for it</p>	<ul style="list-style-type: none"> <li>- Meets minimal criteria (2)</li> <li>- Free 12-question practice test is available</li> <li>- The Armed Services Vocational Aptitude Battery measures student knowledge in eight areas:               <ul style="list-style-type: none"> <li>o General Science - Life, earth, space and physical sciences</li> <li>o Arithmetic Reasoning - Ability to solve basic math and word problems</li> <li>o Word Knowledge - Ability to grasp the meaning of words through synonyms</li> <li>o Paragraph Comprehension - Ability to understand written material</li> <li>o Mathematics - Math concepts and applications</li> <li>o Electronics - Electrical current, circuits, devices and electronic systems</li> <li>o Auto and Shop - Car maintenance and repair, and wood and metal shop</li> <li>o Mechanical - Principles of mechanical devices, structural support, properties of materials</li> </ul> </li> </ul>