Vocational Evaluation Report

Name: Victor Gomez  Length of Evaluation: 3 days

Referral Questions: What are Victor’s vocational interests and level of employability?
How does his left side weakness affect his employability?

Background Information
Victor is a 24 year old Hispanic male, who sustained second and third degree burns over 65-75% of his body due to an industrial accident two years ago. Consequently, Victor experiences chronic pain and weakness in his dominant hand (left side). Current medications include Prevacid to prevent ulcers, Zoloft for depression and anxiety, and Neurontin, Darvocet and Vicodin for pain control. At present, Victor lives with his mother, father, and sister. The family is supportive of his return to work and has expressed willingness “to help in any way possible”. Victor has a driver’s license and has access to the family car. He graduated from High School in 1999 with overall B/C average.

Vocational History: (Employer/Job title/Primary job duties)
1999-2001-McKing Fast Food/Kitchen helper/prepared food, cleaned and removed trash
2001-2003-Office Cleaners/Janitor/swept, vacuumed, dusted and removed trash
2003- Advanced Car Maintenance/Janitor/maintained clean appearance of car garage and office space, swept, mopped, buffed floors, dusted, removed trash and performed routine maintenance (e.g., changed light bulbs, plunged toilets & sinks).

Observations
Victor arrived 15 minutes each day because “I like to be on time”. Upon arrival the first day, Victor appeared nervous. He breathed rapidly, fidgeted with his wallet, and tapped his foot for approximately 25 minutes. After the initial interview Victor appeared more comfortable and eager to participate. Several times during the 3 days, Victor stated that he really needed and wanted “to start working again”. He also mentioned that he has followed his exercise regime daily and has noticed an improvement in the use of his left hand. On the second day of the evaluation, Victor disclosed that he was nervous to return to work because he was afraid of how others may react to his appearance. He also mentioned that he sometimes feels “out of it” and questions if this feeling is a result of his medications. This was observed at the start of the second day, when Victor requested repetition of instructions because “I took my pills this morning on an empty stomach and just can’t concentrate”. He went to break early, ate a snack and was fine the rest of the day. Victor followed all instructions given by the evaluator and asked questions at appropriate times. His affect was positive and he seemed genuinely interested in the evaluation. Both the intake and exit interviews revealed Victor’s interest to work servicing or repairing cars, which was the reason behind his acceptance of employment at the car dealership. Victor felt that minimum wage and first or second shift were acceptable.
Testing

The following tests were administered to measure Victor’s achievement, interest, aptitudes, work values, and finger dexterity to help develop an employability profile. No accommodations were made in the administration of paper and pencil tests.

Wide Range Achievement Test-3 (WRAT-3) Victor scored at the 8th grade level for reading and high school level for math. He was able to perform all basic mathematical functions and solve basic algebra problems.

Career Occupational Preference System Interest Inventory (COPS) which measures interest in 14 career clusters. Victor’s highest/lowest areas were:
- Service Skilled: 95%
- Technology Skilled: 85%
- Consumer economics 25%
- Clerical 15%

Career Ability Placement Survey (CAPS) which measures 8 ability dimensions or aptitudes. Victor’s highest aptitudes were identified and matched to the following career clusters:
- Technology Skilled
- Clerical
- Service Skilled
- Mechanical Reasoning

Career Orientation Placement an Evaluation Survey (COPES), which measures work environment preferences keyed to individual success and job satisfaction or work values. Victor values work that allows him to be social, practical and orderly. The following career clusters support Victor’s work values:
- Technology Skilled
- Consumer Economics
- Clerical
- Service Skilled

Purdue Pegboard, a measure of finger dexterity. Results indicate above average skills with non-dominant (right) hand and slightly below average skills with the dominant hand (left). Accommodation provided was to anchor the board holding the pins so that when his left hand drug across the board, it did not move.
- Right hand 85%
- Left hand 44%
- Both hands 80%
- Assembly

Victor was attentive during all of the tests and completed them within time limits. He became frustrated while working with his left hand due to awkwardness picking up the pins and using the screw driver on the Perdue Pegboard. He stated “I wish my hand
worked like it did before the accident.” Although frustrated, Victor persisted until he completed the task.

**Work Samples Administered**
The Small Engine Repair work sample was administered to determine his interest and aptitude for jobs related to automotive service. The sample contained common mechanical tasks, specifically, assembly and disassembly of a lawn mower engine using the manual and diagrams and mechanics tools. Time scores were slightly below average (48th percentile). Victor’s score of 3 assembly errors (no disassembly) placed him in the above average (83rd percentile) when compared to 50 Mechanics in this geographic area. He liked the task and stated “I know I can do this type of work.” No accommodation was provided though Victor improvised a modification to use several small containers to sort and separate parts, which minimized his need to use his left hand for parts retrieval from the tabletop.

**Interpretation**
The test/work sample results indicate interest and abilities to perform work in a variety of skilled and semi-skilled service jobs, which will require training and entry level employment in unskilled jobs. Victor tested high in interests in both skilled technology and service occupations with high aptitudes in clerical, skilled technology, and skilled service occupations. While he does have high tested interest and aptitude for clerical work, he was “not interested in sitting in an office all day.”

Based on his interests, the following table was constructed to compare the Dictionary of Occupational Titles (DOT) requirements for an Automobile Mechanic and Automobile Mechanic Helper with Victor’s results from the above tests and work sample. The table indicates whether Victor meets, exceeds, or does not meet the listed job requirements.

<table>
<thead>
<tr>
<th>Aptitude</th>
<th>Mechanic</th>
<th>Helper</th>
<th>Mr. Gomez Aptitude Level</th>
<th>Requirements Mechanic/Helper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spatial relations</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>Yes/Exceeds</td>
</tr>
<tr>
<td>Form perception</td>
<td></td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Numerical ability</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>Exceeds/Exceeds</td>
</tr>
<tr>
<td>Motor coordination</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finger dexterity</td>
<td>2</td>
<td>4</td>
<td>4</td>
<td>No/Meets</td>
</tr>
<tr>
<td>Manual dexterity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strength</td>
<td>Medium</td>
<td>Heavy</td>
<td>Light</td>
<td>No/No</td>
</tr>
<tr>
<td>GED Language</td>
<td>2</td>
<td>3</td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>GED Math</td>
<td>1</td>
<td></td>
<td>4</td>
<td>Exceeds</td>
</tr>
<tr>
<td>SVP</td>
<td>7</td>
<td>3</td>
<td>No training</td>
<td>No</td>
</tr>
</tbody>
</table>

**Summary**
Victor Gomez is a 24-year-old Hispanic male who was involved in an industrial accident two years ago resulting in weakness in his left hand and some visible scaring on his face.
Victor expressed an improvement in the functioning of his hand; however, test results indicated that Victor performed below average in finger dexterity and speed. Victor’s vocational goal is to “repair cars”, which matches his tested and stated interests. He also presented a strong competitive employment history, working for 4 years post high school until the time of his accident. Victor demonstrated readiness for employment as regards his work habits.

**Recommendations**

1. **Employment.** Other jobs and employability skills.
   Long Term Goal: Victor presented a good match for work as an automobile mechanic due to agreement of his tested and expressed interests, aptitudes, and achievement scores.
   Immediate Placement Goal: Victor demonstrated the ability to work as an auto mechanics helper or in any of the specialty automotive shops performing duties such as changing oil, replacing wiper blades and other duties.

2. **Training.** In order to achieve his long-term goal, Victor needs to enroll in a training program for auto mechanics such as the local vocational technical school. He can learn helper or specialty duties through on-the-job training or continuing education classes at the vocational technical school.

3. **Counseling:** Victor needs to develop strategies to deal with his depression, anxiety, and his appearance when he meets the public.

4. **Medical:** Physical therapy and home exercises need to continue to develop functioning and strength of his left hand.
   Conduct an evaluation of medications to determine if they cause confusion and difficulty with concentration.