Pre-Employment Assessments for Students with Disabilities

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Introduction

- How it started – The Life of a Military Spouse/Job Coach/Student
- We define ourselves by our career
Getting Started

- Literature Review
- Setting & Participants...
## Participants

<table>
<thead>
<tr>
<th>Student</th>
<th>Gender</th>
<th>Age</th>
<th>Ethnicity</th>
<th>Disability Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>M</td>
<td>19</td>
<td>Caucasian</td>
<td>Other Health Impairment</td>
</tr>
<tr>
<td>B</td>
<td>M</td>
<td>20</td>
<td>Caucasian</td>
<td>Visual Impairment</td>
</tr>
<tr>
<td>C</td>
<td>F</td>
<td>18</td>
<td>African American</td>
<td>Other Health Impairment</td>
</tr>
<tr>
<td>D</td>
<td>F</td>
<td>19</td>
<td>African American</td>
<td>Specific Learning Disability</td>
</tr>
<tr>
<td>E</td>
<td>M</td>
<td>19</td>
<td>African American</td>
<td>Emotional Disturbance</td>
</tr>
<tr>
<td>F</td>
<td>F</td>
<td>19</td>
<td>Hispanic</td>
<td>Specific Learning Disability</td>
</tr>
</tbody>
</table>
Procedure

- Pre- Post- Design
- The Assessments
  - Employment Questionnaire – Appendix A
  - Pre-Employment Assessment – Appendix B
    - Tough Questions: 21, 24, 27
    - Most-missed: 26, 32, 36
- The Lesson: “Honest-Best Philosophy”
- The Follow-up
Results

Figure 1. Pre- and Post- Employment Questionnaire Scores

Bar graph indicating student test scores
Results

Figure 2. Pre- and Post-Employment Assessment Scores

Bar graph indicating student test scores
Results

- Pre-Employment Assessment = small effect
- Pre-Employment Questionnaire = large effect
- 3 students (C, E & F)
  - C: OHI, African-American, Female
    - Same on assessment; increase questionnaire
  - E: ED, African-American, Male
    - Decreased on both
  - F: LD, Hispanic, Female
    - Increased both
Discussion

- What are they really assessing?
- Increased assessment use; decreased evaluation
- What’s working?
- Your students need your help...
- What’s next?
Questions?

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- NormanTransition.com
- DRTC.org

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