


MARICOPA COUNTY  HUMAN SERVICES DEPARTMENT Workforce Development Division	SECTION/REFERENCE Federal Register/ Vol.65, No.156- §664.405 (1)	PAGE 1 OF 1
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SUBJECT: Objective Assessment		ADDENDA: N/A

Purpose:

The objective assessment is to be a client-centered, diagnostic approach to evaluate the needs of participants without regard to services or training programs available. As a result of the objective assessment process, the participant will learn more about his/her skills, knowledge, and abilities in relation to secondary and post secondary school education goals, vocational training goals, and/or career goals.

Purpose Description:

An objective assessment of skill levels and service needs of each participant is always the first WIA funded activity to be completed. This assessment shall include an examination of basic skills, occupational skills, educational background, prior work experience, employability, interests, aptitudes, attitudes towards work, motivation, behavioral patterns affecting employment potential, supportive service needs, developmental needs, leadership needs, and family situation. The assessment shall include an evaluation of the participant’s barriers to employment including financial resources and supportive service needs. The assessment is used by youth program service providers to develop an Individual Service Strategy (ISS) to identify and provide a method to obtain employment and accomplish education and training goals.

The objective assessment process begins with interaction between the participant and youth program service provider resulting in the mutual development of an ISS, which is the plan of action for training and/or services. This process may include structured interviews, written tests, performance tests (i.e. skills and/or work samples including those that measure interest and capability to train in nontraditional employment), behavior observations, interest and/or attitude inventories, career guidance instruments, aptitude tests, and basic skills tests.