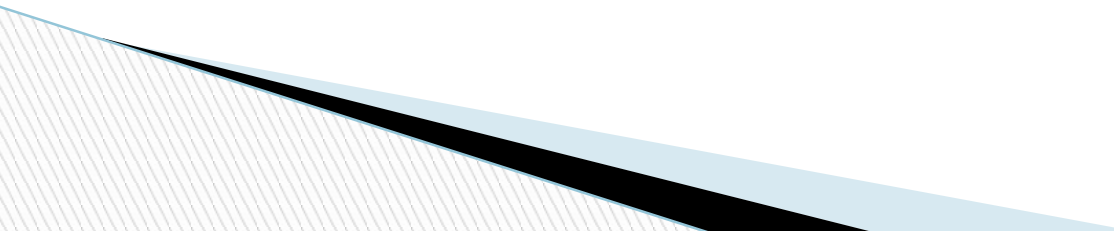


Comprehensive Assessment

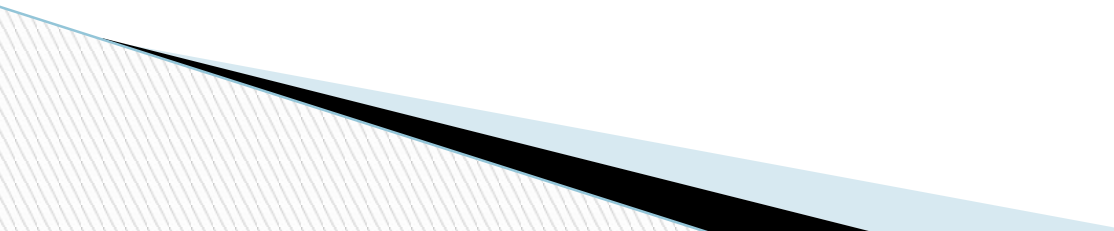


Objectives

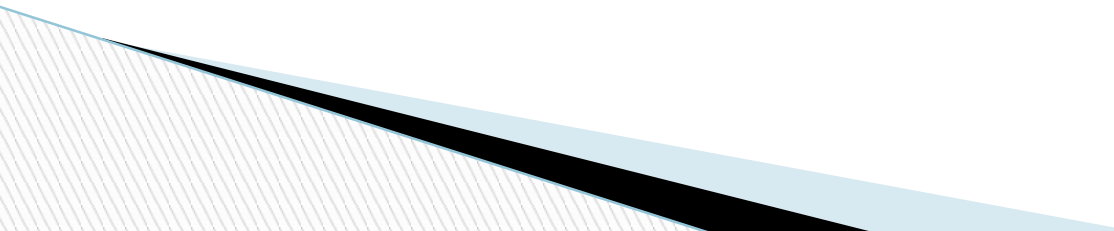
At completion of training counselors should:

- ❑ Understand the nature and scope of Comprehensive Assessment
 - ❑ Identify the components of Comprehensive Assessment and their importance
 - ❑ Identify the role of Choice and Empowerment.
 - ❑ Examine ethical implications of Comprehensive Assessment.
 - ❑ Be able to document the Comprehensive Assessment
- 

Questions to Consider

- What is a Comprehensive Assessment?
 - When does it begin?
 - What are general types of assessment?
 - What are some ethical considerations?
 - Who owns the assessments?
 - Who is responsible for identifying the need for assessments?
- 

Comprehensive Assessment: Why?

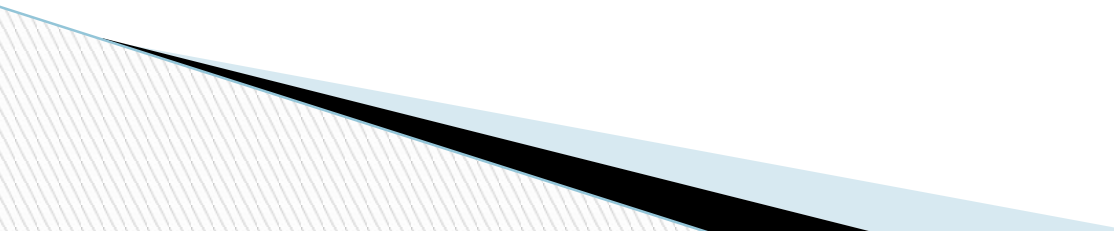
- ❑ Comprehensive assessment can assist in Counselor and Consumer to understand unique strengths, priorities, abilities...
 - ❑ Comprehensive assessment is the most important core functions performed by a VRC.
 - ❑ Comprehensive Assessment is essential to providing necessary and appropriate services toward employment outcome for consumers.
- 

The Comprehensive Assessment Process

Tell the Story



What is the purpose of a Comprehensive Assessment?

- Develop/Choose a Vocational Goal
 - Develop a factual basis/rationale for the provision of IPE services
 - Prepare for vocational planning
 - Empower the consumer by increasing their own understanding of strengths, abilities, and interests
- 

Employment Factors (The Big 7)

- Unique Strengths (*assets*)
- Priorities (*what is most important to the consumer*)
- Abilities (*measurable skills, competencies prior and achievements*)
- Interests
- Resources (*personal, financial, family, community*)
- Concerns (*disincentives*)
- Capabilities (*measurable aptitudes or capacity*)

What does a Comprehensive Assessment Include?

□ Sources of information may include:

- Consumer self report and outside influences
- Medical evaluation (Primary Care, Specialist Evals)
- Psychological/Psychiatric evaluation
- Vocational Evaluation (aptitude, interest, TWE, situational assessment, work adjustment)
- Work history (volunteer exp., transferable skills)
- School transcripts
- Evidence of comparable benefits
- Labor market information
- Values, Personalities, Learning Styles, Etc. ...

Types of Evaluations

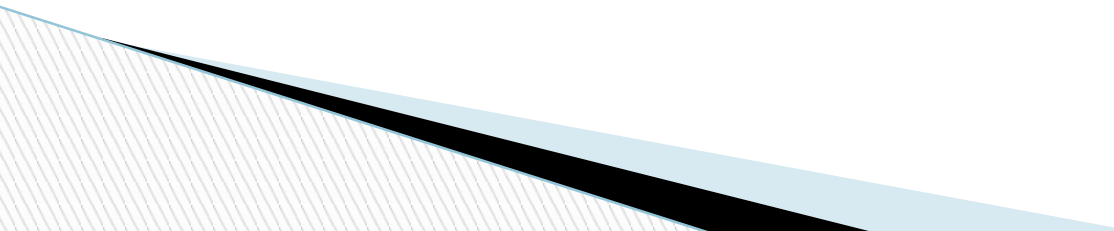


- ❑ Self Administered
- ❑ Professional Assessments obtained from outside the agency
- ❑ Counselor Administered

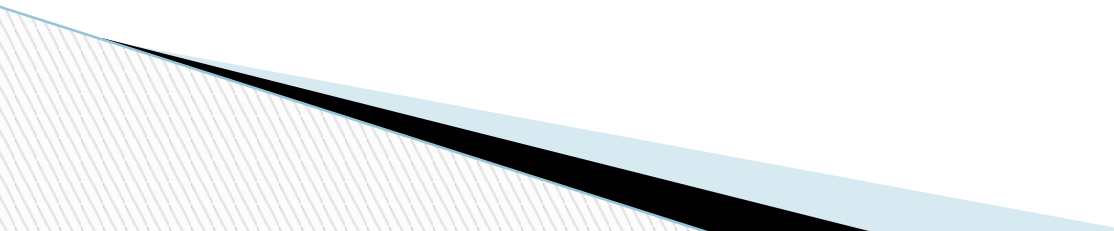
When does Comprehensive Assessment begin?

- Usually begins with the initial interview
 - Determining the referral source
 - Reported disability/medical information
 - Social situation – living arrangements
 - Economic status
 - Work history
 - Vocational goals
 - Education

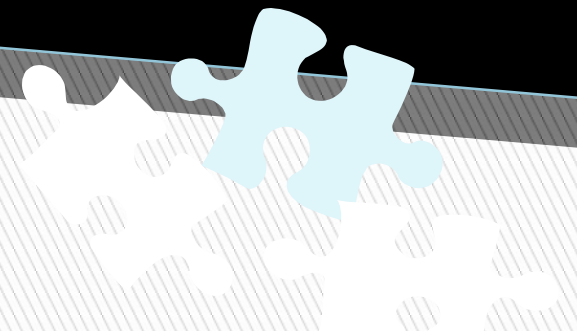
Responsibility of Rehab Counselor

- To the extent possible, utilize existing information gathered during the eligibility determination process.
information that is current, available from other programs and providers, particularly education officials and SSA
 - Utilize information provided by the consumer and the consumer's family.
 - Most integrated setting(s) possible, consistent with the informed choice of the consumer.
 - Interpret findings with the consumer.
- 

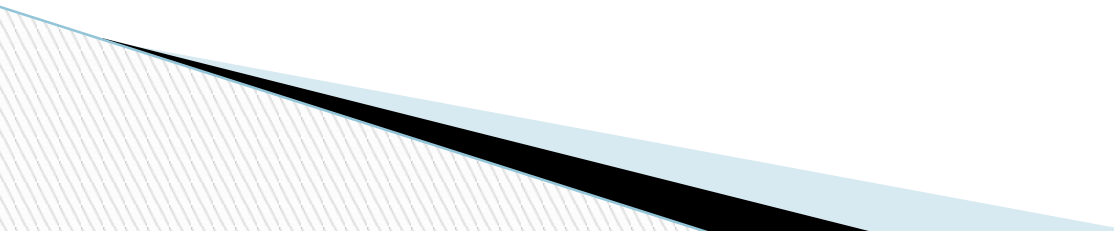
Responsibility of Rehab Counselor Continued

- Coordinates, purchases and oversees consumer assessment process
 - Relays through skilled counseling techniques the need for assessment to the consumer, and elicits consumer choice
 - Integrates information gathered into a comprehensive rehab plan
 - Relays information in an understandable manner
- 

Review of Principles
Ethical Considerations
in the VR Process

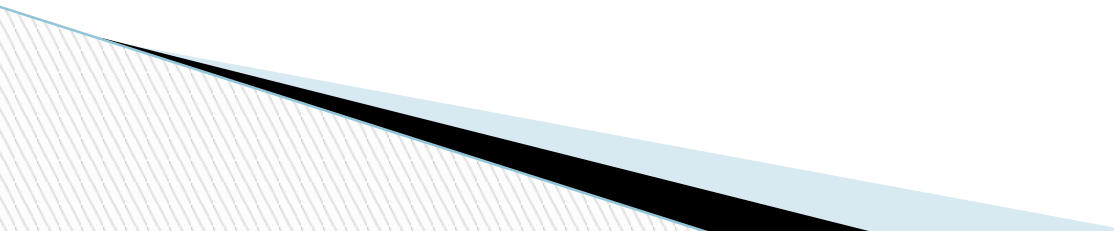


Review of Ethical Principles

- Autonomy: To honor the right to make individual choices
 - Beneficence: To do good to others
 - Fidelity: To be faithful and keep promises
 - Justice: To be fair and give equally to others
 - Nonmaleficence: To do no harm to others
 - Veracity: To be honest
- 

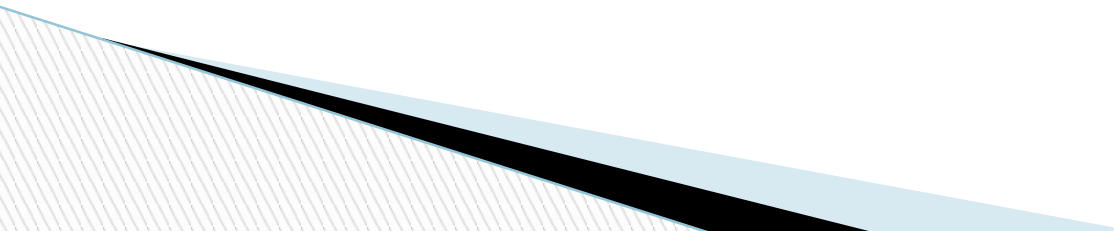
So how do the ethical principles come to play in the Comprehensive Assessment?

□ Is the assessment necessary

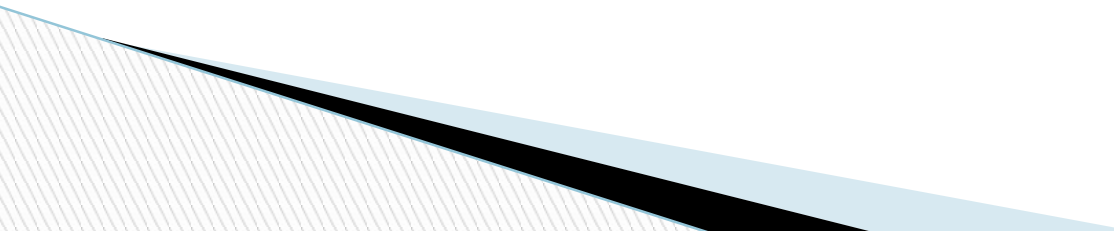
- How is need for assessment justified?
 - Is there other information already available?
 - Does the consumer understand the need for assessment?
 - Does the consumer understand their rights?
 - Did the consumer have choice of a vendor?
- 

Ethics and Assessment cont.

□ Additional questions to consider

- Were the assessments administered by a qualified person?
 - Were the results of the assessment given by a qualified person?
 - Were the results relayed to the consumer in a way they understand?
 - Is there potential harmful information for the consumer?
 - How can the results of the assessment empower the consumer?
- 

Ethics and Assessment cont. 2

- Additional questions to consider
 - Was the assessment appropriate?
 - Culturally?
 - Cognitively?
 - Appropriate goal?
 - Did the test have proven validity and reliability?
 - Did the evaluation measure what was needed?
 - Was the report written in a way useful in assisting the VR process?
- 

Informed Choice

- What is Informed Choice?
- At what part of the VR process is Informed Choice found?



Building Success

□ consumers can begin experiencing success from the beginning of the rehab process if they have been actively participating in the process:

- Choice +
- Control =
- **Empowerment**



Partnering for the Comprehensive Assessment

The Counselor and the Consumer

Active Participation

Always actively involve the consumer in the comprehensive assessment process.

- What are some examples of active participation?
- How are you involving the consumer in the process?

Active Participation

- What do you do with a consumer who is not actively involved in the process?
- What do you do with consumers who have a limited ability to be involved in the process?

Is the story developing?

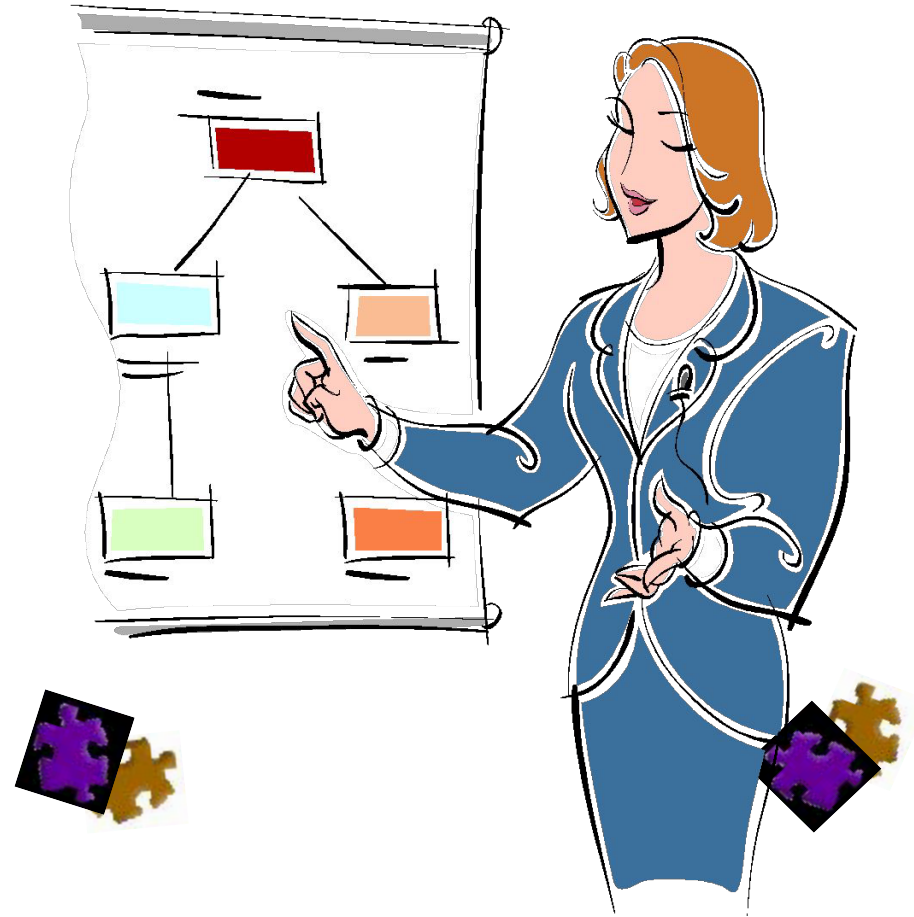
- Have we considered the need for a comprehensive assessment;
- Have we considered the six ethical principles in the comprehensive assessment;
- Have we involved the consumer in the comprehensive assessment?



Getting it all Together



Factors to Assess



Factors to Consider

- medical
- social
- intellectual
- financial
- psychological
- educational
- vocational
- independent living



Comprehensive Assessment

Looking at Medical Issues



Specialist Exams – Top 5

▣ Disability

- Mental health disorders
- Learning Disorders
- Orthopedic/Neurological impairments
- Hearing impairments
- Drug and/or alcohol dependency or abuse

▣ Specialist

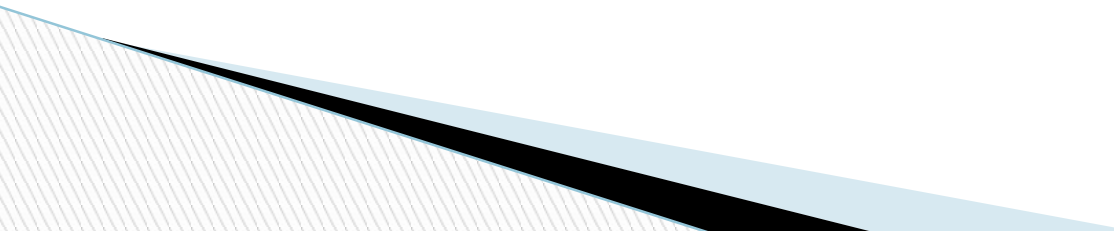
- Psychiatrist, psychologist, LPCC, LISW
- Psychologist, educational diagnostician, neuropsych
- Orthopedist/Neurologist
- Audiologist, ENT
- Psychiatrist, psychologist, LPCC, LISW, LADAC

?

What additional information do we need from
specialist examinations

?

Assessment Considerations

- ❑ Some evaluations (psychological, vocational) can be particularly intimidating, especially if the consumer has not experienced the process before.
 - ❑ Preparation is important & can ease anxiety for a consumer.
 - ❑ Clearly communicating your questions & expectations to the evaluator improves a report's usefulness.
- 



Documenting the Results

Writing the next chapter in your rehabilitation story



Case Note-Tell the Story!

- The comprehensive assessment case note reflects a thorough synthesis of all the information that was gathered, analyzed, and considered by the counselor and consumer available to be used in preparation of developing the IPE

Comprehensive Assessment Casenote

- Ready?
- Set?
- GO!