

The Sibley Report

February 2003

... the place to find valuable information to help make your job – and your life easier! If you have a topic idea or any other suggestions, please give our Editor - Angie Catenaro - a call. Sibley & Associates is a national disability management firm with a decade of experience, nearly 300 consultants/staff and state-of-the-art technology.

Returning your client to Suitable Employment

Transferable Skills Analyses, Vocational Evaluations, and Psycho-Vocational Evaluations, assist clients in establishing appropriate vocational goals if a client is precluded from a return to his/her regular employment.

Transferable Skills Analysis (TSA):

By means of a file review/interview with the client, a TSA identifies vocational alternatives for those individuals seeking a career change, taking into account work history, physical restrictions, interests, education, language skills, etc. Through this process a vocational professional is able to identify the most appropriate vocational options.

He/She may also incorporate a computerized TSA program which takes into account medical/physical restrictions, occupational groupings, aptitude profiles, specific work fields, educational foundation, and work environments. When to use:

- When an alternate vocation needs to be identified.
- When loss of earning capacity needs to be addressed.
- To assist with a return to work plan.

Vocational Evaluation:

This serves to identify a client's personal vocational characteristics by evaluating the client's learning ability, academic achievements, vocational aptitudes, vocational interests, and employment history. Occupational options are then identified which are realistic in terms of the client's history, interest, and capabilities. When to use:

- When a client's transferable skills are not evident or are limited.
- When a client is requesting and/or is being considered for retraining.

Psycho-Vocational Evaluation:

Same as a Vocational Evaluation, but utilizing the services of a psychologist, evaluates personality/psychological issues through specialized testing, When to Use:

- When there is a diagnosed or suspected psychological condition, which may interfere with a client's employability.
- Also useful in identifying motivational factors.

Once a suitable vocational option has been established the client may benefit from Job Search Training to secure employment.

Please find attached a map of Job Search Skills Training Centers in Southern Ontario.

Sibley
& ASSOCIATES INC.

Steve Sibley

President & C.E.O.

Jim Richings

Vice-President, Operations

Cam Lowther

Vice-President, Sales and Marketing

3027 Harvester Road, Suite 401
Burlington, Ontario L7N 3G7

**Tel: 905-633-7800 or
1-800-363-8900
Fax: 905-633-7900**

www.sibley.ca

