TAA Community - CHAT TRANSCRIPT – *Thread Format*

<table>
<thead>
<tr>
<th>Title</th>
<th>TAA Final Rule: Quality Assessments, Tools, and Strategies - Scheduled Chat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date</td>
<td>Wednesday, December 12, 2020</td>
</tr>
<tr>
<td>Start Time</td>
<td>01:00 PM GMT-05:00</td>
</tr>
<tr>
<td>Moderator</td>
<td>Theberge, Timothy</td>
</tr>
</tbody>
</table>

**Theberge, Timothy**
We'll wait another minute or two to let everyone join.

**Theberge, Timothy**
Unlike our webinars, there is no need to introduce yourself in the chat.

**Theberge, Timothy**
Welcome to our 7th scheduled chat! The purpose of this forum is to provide an opportunity to share with your peers on challenges and solutions in the effective operation of the TAA Program. Today’s topic is: Quality Assessments, Tools, and Strategies.

**Theberge, Timothy**
A couple of ground rules to support multiple conversations occurring at the same time. If you’re responding directly to individual comments or questions, please reference the person in question by using an @ sign and then their first name.

**Theberge, Timothy** - 1:02 PM:
So, for example, if Beth from MA wanted to ask about states or locals are redesigning their customer flow, it would be helpful if she started off like this:

Customer flow – [Question or statement goes here.]

Then you can reply to Beth like this:

@Beth - [Answer or follow-up goes here]

**Theberge, Timothy**
As a reminder, we will be issuing a transcript of this chat to the state coordinators. To request a copy, please email taa.cop@dol.gov. The contents of this chat should be considered technical assistance and not official guidance of the Department.

**Theberge, Timothy**
Lastly, here are some useful links.

**Theberge, Timothy**
Final Rule: [https://www.govinfo.gov/content/pkg/FR-2020-08-21/pdf/2020-13802.pdf](https://www.govinfo.gov/content/pkg/FR-2020-08-21/pdf/2020-13802.pdf)

---

[https://taa.workforcegps.org](https://taa.workforcegps.org)

*Includes minor edits for spelling, formatting, etc. No substantive additions or deletions have been made.*
WorkforceGPS:
https://youthbuild.workforcegps.org/resources/2014/08/21/10/05/assessment-tools-matrix
https://ion.workforcegps.org/resources/2017/03/09/10/53/~\link.aspx?_id=B3A216E89216474D8A3CBF3B7123B75E&_z=z

Theberge, Timothy
Those WorkforceGPS links are materials related to assessments.

Reichert, Janet
@Timothy....I like the Assessment Matrix...will help with decision making. Thank you.

Story, Christy
@Janet I am not familiar with Assessment Matrix. Can you provide more information on it? Is it free?

Reichert, Janet
@Christy...it's the first links Tim provided

Theberge, Timothy
So, with that, away we go. Quality Assessments, Tools, and Strategies

Theberge, Timothy
What assessments are you using? Have you changed your process during COVID? Has it been for the better? Worse?

Story, Christy
Quality Assessments - Does anyone use OWRA? If so what do you think about it?

Theberge, Timothy
Online Work Readiness Assessment (OWRA) is a free, web-based tool that offers an innovative approach to assess work readiness. https://peerta.acf.hhs.gov/content/online-work-readiness-assessment-owra

Persons, Maureen
@Christy, we do not use that assessment

Grant, Kelli
@Tim & Christy, SC uses WIN and WorkKeys as the work readiness tools....I am interested to check out the OWRA tool.... WorkKeys - http://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html

Reichert, Janet
@Christy....does your state use this assessment? How do you feel about it? Ohio does not use this, yet. :)

Story, Christy
@Janet.. we do not, but I am interested in the assessment.
Theberge, Timothy
@Christy - Is there something about the tool that you particularly like about it?

Story, Christy
I noticed the OWRA is no longer available for download. Is there anything comparable and free?

Theberge, Timothy
@Christy - The Department supports the assessment tools on https://www.careeronestop.org/

Valencia, Alexa
@Timothy - for further clarification. are the tools that the department supports specifically career interest assessment, or do they also measure aptitudes and abilities as described in the Final Rule?

Theberge, Timothy
@Alexa - My Skills My Future gets to some of the skills information. https://www.myskillsmyfuture.org/

Vazques, Margarita
@Alexa - Our participants utilize Career scope it measures their interest and aptitude. The assessment also provides resourceful information on occupation recommendation

Heng, Kim
@Margarita, do you use online career scope? I believe it links to the O*net system to identify the employment opportunity of the interested occupation for training. Correct?

Vazques, Margarita
@Kim - Yes you are correct

Heng, Kim
@All Career Scope cost a little money; but, I think it provide all the information for the career assessment, training occupation related to interest, aptitude and employment opportunity. I have proposed this system to my supervisor to check it out. We used the old Career Scope.

Vazques, Margarita
@Kim - My error, we use the Career Scope assessment which you identified as providing all the information for the career assessment, training occupation related to interest, aptitude and employment opportunity. I was confused between Career scope & Career scope assessment

https://taa.workforcegps.org
Includes minor edits for spelling, formatting, etc. No substantive additions or deletions have been made.
Grant, Kelli
Does anyone have a career assessment tool that is virtual based, that they really like? Other than like MyNextMove - nothing against that tool, just looking to diversify.... https://www.mynextmove.org/

Theberge, Timothy
@All - Kelli asked whether people liked MyNextMove and the others on there, or if there were others they were using

Story, Christy
@Kelli I have utilized MyNextMove with participants and receive good feedback from participants. They seem to like that it is not time intensive and provides the O*Net information.

Waters, Jhansi
@Kelli I like the assessments on careeronestop, MyNextMove but it isn't helpful when trying to determine if the participant can undertake training

Price, Lisa
@Kelli - I always liked the ONET interest profiler on MyNextMove so clients can match their interests with the occupation they are striving for with training.

Kruzell, Candy
@Kelli I like the information MyNextMove interest assessment provides along with WorkKeys assessment. Sometimes the participants are surprised or don’t even realize that those occupations are available.

Story, Christy
@Candy... I agree .. MyNextMove interest profiler and WorkKeys is what I have historically used as well as Tallify

McKinstry-Barnard, Amy
@Christy....can you tell us more about Tallify?

Story, Christy
@Amy.... Tallify is an Interest Profiler assessment. It is much more lengthy than MyNextMove...

Story, Christy
@Amy... https://talify.com/

McKinstry-Barnard, Amy:
@Christy-thank you!

Mendez, Juan
Any states using Initial assessments compatible with mobile phones? If so, what assessments?

Theberge, Timothy
@Juan - Great question about whether any of the tools are mobile friendly.
Theberge, Timothy
@Juan - Career One Stop has a mobile app available on Google Play and the App Store
https://www.careeronestop.org/Toolkit/Mobile/mobile-apps.aspx

Mendez, Juan
@Tim - thank you for the information.

Penn, Dawn
@Juan - Indiana uses Indiana Career Explorer developed by https://www.kuder.com/ for interest/aptitude and clients can completed this online or on a mobile app (plus the assessment is available in both English and Spanish, which has been extremely helpful). However, I’m not certain of the original cost or what this runs the State...

Mendez, Juan
@Dawn Thank you for sharing!

Theberge, Timothy
One of the areas of interest for OTAA is whether participants end up employed in the occupation they were trained in. If not, why not? Was there a disconnect between the assessment and interests? Interests and labor market information? Training vs available jobs?

Foster, Jeanine
@Timothy...some of our participants completed training and had difficulty obtaining available training-related jobs

Kruzell, Candy
@Jeanine totally agree

Kruzell, Candy
@Timothy I think it's tough participants are applying for anything and everything due to the lack of income so they aren't as specific

Story, Christy
@Timothy.. I think the theory of the progression from interest, training, employment in the trained area is awesome, however, I believe the reality is participants will accept employment in any field that is offered when they complete training.

Grant, Kelli
@Christy, agree, and we find that the even if LMI supports the training, freshly graduated participants don't possess the 'preferred' experience for the jobs

Allen, Juliet
@Christy I agree. Available wage trumps occupation when they complete.

Allen, Juliet
@Timothy. Some of it has to do with LMI can be old data and especially during COVID, available jobs don’t align with the research and older data.

https://taa.workforcegps.org
Includes minor edits for spelling, formatting, etc. No substantive additions or deletions have been made.
Story, Christy
@Juliet, I agree... I also think that we have to also consider the availability of others completing the same training applying for the positions. flooding of the market by sources other than Trade.

Grant, Kelli
@Juliet, that is also true, wages are a big factor when you have been on UI and TRA for however many months....

Tirado, Vivian
@Timothy - Participants need a job and they will be employed at the first opportunity they have. They'd like to get the job in what they trained in, but if they offer him another chance, they're going to take it.

Theberge, Timothy
Thank you all for these answers, these line up with what we believed to be the case but it is great to hear directly from all of you on this.

Persons, Maureen
@Timothy, since there is mandatory co enrollment are WIOA staff using the same assessment tools?

Theberge, Timothy
@Maureen - That's up to the states and locals. TAA doesn't dictate which assessments are used.

Persons, Maureen
@Timothy. I agree, I was just wondering if other states had problems with what assessment tools are being used with WIOA and TAA.

Theberge, Timothy
@All - Maureen, good point. Any states engaging in conversations about sharing assessment tools due to co-enrollment?

Grant, Kelli
@Maureen, we have not begun the discussion with our WIOA partners about preferred assessments, those are coming with our discussions about co-enrollment, however, historically when we have had a co-enrolled participant, we share assessment tools and welcome any new assessments that WIOA wants to offer our shared participants. TAA is just always sure our base assessments are covered, the ones we require, and then we are open to others beyond those....

Persons, Maureen
@Kelli Thank You

Waters, Jhansi
@Kelli are your participants enrolled with WIOA before they meet with your TAA program staff?

Grant, Kelli
@Jhansi, Rarely. Normally, TAA begins the process and refers to WIOA, however, there

https://taa.workforcegps.org
Includes minor edits for spelling, formatting, etc. No substantive additions or deletions have been made.
is occasion where the petition is hung up or maybe not even filed yet, and a layoff occurs and WIOA will enroll prior to TAA involvement.

**Penn, Dawn**
@Maureen and Tim, so far Indiana hasn't had any issues with WIOA utilizing the same assessments we use for TAA

**Theberge, Timothy**
@All - Not sure how connected you all are with the follow-up contacts that WIOA might make with participants, but that would be a great question to ask. Did you take a job you were trained in? Would you have if one was available? Or something similar.

**Allen, Juliet**
@Timothy - In KY WIOA staff follow up with all training participants

**Sanders, Esther**
*Xello* is used in the Youth community. Students complete interactive career, personality, and learning style assessments to help them better understand their unique interests, skills, and strengths. Each engaging assessment encourages reflection, helping students connect who they are with relevant career options.

**Vazques, Margarita**
@Esther - Thank you for the Xello. I am going to share this with the WIOA youth department

**Cork, Marlana**
@Esther...Thank you for sharing that. This maybe something we can also explore region wide for the GLB region.

**Sanders, Esther**
How are you guys coordinating academic assessments during COVID and your doors are shut?

**Hawkins, Sarah**
@Esther My region in West Virginia is utilizing Adult Education for TABE testing and we can accept placement scores for the program the client is enrolling in (TEAS for the LPN program or Accuplacer for CTC for example)

**Sanders, Esther**
Thanks Sarah!

**Mitchell, M.**
Texas has the TSI (Texas Success Initiative), which requires students who enroll in a Community College or University to be at a specific reading, writing and math level. Can we pay for the Accuplacer or Compass assessment when these are required prior to acceptance into the school and before training approval? If the participant scores low, they may not be accepted or may be required to take remedial course work.

**Theberge, Timothy**
@Mitchell, M. - Yes. That would be an allowable expense.
Sanders, Esther
Is anyone using online Casas?

Theberge, Timothy
A reminder, the many of the "branded" products are all based on the data from O*NET - admittedly many are packaged better.

Theberge, Timothy
We're almost up against the hour.

Theberge, Timothy
Thank you all for joining us. We hope these chats are helpful. They provide us some great insight to what issues you are dealing with and what topics you need to hear from us and your peers on.

Theberge, Timothy
Our next event is a webinar – Work-Based Learning Under the TAA Program (including Apprenticeship) – tomorrow, December 10. We have another webinar on Tuesday, December 15th that features a panel of states discussing flexibilities under the employment and case management funding and the different approaches they are taking, and then a scheduled chat on Wednesday, December 16th on Trade as a One-Stop Partner. That will conclude Phase II of our TAA Final Rule technical assistance.

Theberge, Timothy
We'll be back after the New Year with at least another 6 webinars and several more scheduled chats. Please let us know what you would like us to cover.

Theberge, Timothy
And, as always, make sure to check out the resources and other items available at https://taa.workforcegps.org

The transcript of this session will be made available in the next day or two.