

Approved Career Assessments for TCA 49-6-412

Overview

A career assessment is a tool used to help a student understand how a variety of skills and attributes impact the student's potential success and satisfaction with different career options and work environments. TCA 49-6-412 requires each LEA to administer a career assessment in grades seven or eight "in order to help inform a student's high school plan of study" and that the Tennessee Department of Education should "identify career assessments that LEAs may administer for purposes of this subsection."

The department conducted an analysis of currently available career assessments both on the market or offered for free online. The list below indicates the career assessments that have been identified by the department as meeting many criteria for quality assessments found in career exploration assessment literature.

For additional information regarding career assessments, please contact:

Tennessee Department of Education: Division of College, Career & Technical Education

Liza Ambrose, Career Pathways Program Manager

liza.ambrose@tn.gov

* If you are currently using a career assessment tool that is not included on this approved list, please email liza.ambrose@tn.gov. We will assess any additional career assessments on a rolling basis and will follow up with those individuals.

List of Current Approved Career Assessments

Assessments that fit all or most criteria:

- YouScience
- Get Focused, Stay Focused
- Kuder Navigator*
- Virtual Job Shadow
- Naviance
- Major Clarity
- CollegeforTN*
- O*NET Interest Profiler*
- College Board Career Finder and BigFuture*
- TypeFocus Careers
- Jackson Vocational Interest Survey or JacksonCareer
- Career Decision-making system-revised, by Pearson
- Princeton Review Career Quiz*
- Defined Careers

Career Assessment Matrix

Outlining research-backed criteria met by each assessment

The matrix below includes a list of approved career assessments and the criteria emphasized in the literature as being important components of a career assessment that effectively supports students in identifying careers that align with their aptitudes, interests, skills, personality, and values/beliefs, and connecting those careers to their school experience and academic work. Approved programs were first limited to only those that included either an *aptitude* or *career interest* assessment (these assessment types are included in the language of PC 108). The matrix then indicates which of the criteria below are met by each career assessment. The most highly-rated assessments meet all or most of the criteria listed and are integrated into a broader curriculum (YouScience, Get Focused, Stay Focused, Kuder Navigator, Virtual Job Shadow, Naviance, and Major Clarity). However, others are included that meet specific characteristics that provide high value, particularly the ability to develop a direct and psychological connection between success in schools and post-graduation paths/goals (criterion 1), support of individualized learning for youth (criterion 2) and/or alignment with the DOTS¹ framework (criterion 3). It is also important to note that *assessments vary widely in terms of cost. Those with an Asterix are free, while others require a fee.* Schools should also consider the various *types* of career assessments offered by each platform (these can be explored using the *Career Assessment Characteristics* matrix beginning on page 4) and other features unique to each platform (these can be explored using the *Career Assessment Summary* chart beginning on page 5) to help them identify the assessment that is best for their school.

Career Assessment/ Program	Criterion 1: Develops a direct and psychological connection between success in schools and post-graduation paths/goals	Criterion 2: Supports individualized learning for youth	Criterion 3: Selected program plays into multiple DOTS levels or goes very deep into one (self-awareness, opportunity awareness, decision learning, and transition learning)	Criterion 4: Includes an assessment of career beliefs, in addition to aptitude and interest measures	Criterion 5: Supports high levels of teacher (or counselor) guidance and integration of assessment into broader support and guidance structures through curricula
YouScience	X	X	X		X
Get Focused, Stay Focused	X	X	X		X

¹ DOTS is a career preparation framework that includes four key aspects which collectively lead to employability (Watts, 2006). This structure was created by Bill Law and A.G. Watts about what to include in effective career education. (Decision learning, Opportunity awareness, Transition learning, and Self-awareness). [Here](#) is a short document about each of the four components.

Career Assessment/ Program	Criterion 1: Develops a direct and psychological connection between success in schools and post-graduation paths/goals.	Criterion 2: Supports individualized learning for youth	Criterion 3: Selected program plays into multiple DOTS levels or goes very deep into one. (self-awareness, opportunity awareness, decision learning, and transition learning)	Criterion 4: Includes an assessment of career beliefs, in addition to aptitude or interest measures	Criterion 5: Supports high levels of teacher (or counselor) guidance and integration of assessment into broader support and guidance structures through curricula
Kuder Navigator*	X	X	X	X	X
Virtual Job Shadow	X	X	X	X	X
Naviance	X	X	X	X	X
Major Clarity	X	X	X		X
CollegeForTN*	X	X	X	X	
O*NET Interest Profiler*	X	X	X		
College Board Career Finder and BigFuture*	X	X	X		
TypeFocus Careers	X	X	X	X	
Jackson Vocational Interest Survey or JacksonCareer	X	X	X		
Career Decision-making system-revised, by Pearson	X	X	X	X	
Princeton Review Career Quiz*	X	X	X	X	
Defined Careers	X	X	X	X	X

Career Assessment Characteristics Matrix -

Outlining characteristics of each assessment

The matrix below indicates the *types* of assessments included and the connections made with assessment results in each career assessment platform, as well as whether or not the platform includes a curriculum component.

Career Assessment/ Program	Includes Aptitude Assessment	Includes Interest Assessment	Includes Personality Assessment	Includes Skills Assessment	Includes Values/Beliefs / Learning Style Assessment	Connects student results to specific careers	Connects student results to specific postsecondary education options (Technical school, Certification programs, 2-year programs, 4-year programs)	Connects student's results to a career cluster/ program of study and/or specific high school course options	Assessment is embedded in curriculum and/or is supplemented by lesson plans
YouScience	X	X				X	X	X	X
Get Focused, Stay Focused		X		X		X	X		X
Kuder Navigator*		X			X	X	X	X	X
Virtual Job Shadow		X	X		X	X	X	X	X
Naviance	X	X	X		X	X	X	X	X
Major Clarity		X	X			X	X	X	X
CollegeForTN*		X	X		X	X	X	X	
O*NET Interest Profiler*		X	X			X	X		
College Board Career Finder and BigFuture*		X	X	X (SAT)		X	X		
TypeFocus Careers		X	X	X	X	X			
Jackson Vocational Interest Survey or JacksonCareer		X				X	X	X	
Career Decision-making system-revised, by Pearson		X		X	X	X	X	X	
Princeton Review Career Quiz*		X			X	X	X		
Defined Careers		X			X	X	X	X	X

Career Assessment Summary

Information on tool accessibility, cost, and summary characteristics

The chart below includes key information about each career assessment/program, including the main landing page where one can access the tool and additional information, information on cost and delivery methods, and an explanation of how the assessment/program meets each of the criteria outlined in the Career Assessment Matrix above.

Career Assessment/Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
YouScience	https://www.youscience.com/	Some free resources available: You can reach out to Ivey Harrison for information about free resources (ivey@youscience.com) \$29/profile	<ul style="list-style-type: none"> - Meets most criteria - Connects aptitude and interest assessment results with aligned careers and information (salary, a day-in-the-life, etc.) - Includes curriculum and resources for both students and teachers (cost associated with these resources) created specifically for use by middle school students. - Cost required to access data, technical support, and many supporting resources - Does not include assessment of career values/beliefs
Get Focused, Stay Focused	Overall information: http://getfocusedstayfocused.org/curriculum/ Career Choices and Changes Curriculum: https://v2.my10yearplan.com/	Price ranges from \$45.95 - \$65.95 / login	<ul style="list-style-type: none"> - Meets most criteria - Connects interest and skills assessment results with aligned careers and college information - Curriculum ideal for 8th or 9th grade students - Designed as a semester or year-long Freshman Transition course - Includes aligned, classroom-based lessons and workbooks for 10th, 11th, and 12th grade - Online 10-year plan can be used for student goal planning throughout high school - Does not include assessment of career values/beliefs

Additional Assessments

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
Kuder Navigator*	https://tn.kuder.com/landing-page#	<p>Ed South currently pays for Kuder Navigator, and it is free for all TN students, while add- on curriculum comes with an additional cost.</p> <p>If your school has not yet set up an account, you can do so for free by contacting Kuder Client Engagement:</p> <ul style="list-style-type: none"> ○ email: clientengagement@kuder.com ○ Phone number: 877-999-6227 ○ Open weekdays 7-5 central <p>Add-on Costs:</p> <ul style="list-style-type: none"> ○ Pathway Link – annual fee of \$999 for districts with up to 2000 students or \$.50/student for districts with over 2000 students. ○ CAP – annual fee of \$1199 for up to 400 students or \$3/student for districts over 400 students ○ Graduation Plan – annual fee of \$499 for up to 400 students or \$1.25/student for over 400 students. ○ Direct Your Future curriculum- \$69.95/school. 	<ul style="list-style-type: none"> - Meets all criteria and is a free resource - This tool contains age appropriate career exploration activities for elementary, secondary, and postsecondary levels. - Services and resources can be tailored to fit specific school needs. - Free resources include a career interest assessment, skills confidence assessment, and work values inventory with connections to aligned careers - Add-ons for an additional cost include: <ul style="list-style-type: none"> - Pathway Link: connects careers to high school programs of study. Students can print off pathway details, view all of the CTE programs available, or send an email to the administrator of that CTE program that they would like to sign up. - College Access Package (CAP): Includes college match tools, online test prep and practice test, and college/scholarship tracking tool. Also includes access to Unified Inbox for sending transcripts to colleges without a Parchment agreement. - Direct Your Future Curriculum: 11-module, comprehensive career development curriculum for middle school and high school students. It includes lesson plans, resource files, classroom activities and homework assignments, and instructional handouts to help students with their education and career planning.

Additional Assessments

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
Virtual Job Shadow	https://www.virtualjobshadow.com/ Demos: - CTE programs and introduction to career exploration: https://www.virtualjobshadow.com/partners/cte-programs/ - SWD: https://www.virtualjobshadow.com/partners/vocational-rehab-swd/	Prices vary based on the size of the school /district site - Tier 1 (< 300 students) = \$2000 - Tier 2 (300-600 students) = \$2400 - Each tier goes up a few hundred dollars about every 300-400 students. You can request a quote here	<ul style="list-style-type: none"> - Meets many criteria - Is designed for upper middle school and the high school grades - Connects interest (Career cluster interest survey), personality type (O*Net Holland), and values (O*Net Work Importance Locator) assessment results to careers and college majors/options - Includes over 1,000 job shadowing videos featuring real people in real careers - Includes flexible lesson plans for use at the middle school level - Online platform can be used within 17-module curriculum designed to be covered in a high school career exploration course
Naviance	https://www3.naviance.com/solutions/middle-schools	You can find additional information and request a demo at the Naviance Tennessee Landing page .	<ul style="list-style-type: none"> - Meets all criteria - Connects personality type (Meyers Briggs), interests, learning styles, and aptitude (Gallup Strengths Explorer) assessment results to potential careers - Connects career assessment results with career and college major options - Assessments are embedded in The Naviance College & Career Readiness Curriculum which is a blended learning solution of 17 grade-specific models for students in grades 6-12 that helps them develop critical non-cognitive skills and college knowledge - Designed specifically for the middle school grades - Supports students in creating individualized learning plans
Major Clarity	https://majorclarity.com/ Informational Video: https://vimeo.com/348713750/569ab0ae3b	The average cost of this platform is \$2/head. Smaller districts (1500 students or fewer) pay a flat fee of \$3000.	<ul style="list-style-type: none"> - Meets most criteria - Includes interest and personality/learning styles assessment, opportunities to interactively “test drive” aligned career paths, course schedule builder aligned to a career pathway offered at local high school, and WBL, college options, and scholarships exploration - Includes resources listed above for both middle and high school - Includes printable lesson plans and student work sheets for specific subjects like English, social studies, and math, and specific career paths like health services and information technology

Additional Assessments

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
CollegeForTN*	https://www.collegefortn.org/open/welcome	This is a free resource.	<ul style="list-style-type: none"> - Meets many criteria and is a free resource - Includes interests, values, learning styles, and personality (12 question Meyers Briggs) assessments and connects results with aligned careers clusters and platform for exploring careers and college options. - This assessment is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming.
O*NET Interest Profiler*	https://www.mynextmove.org/explore/ip	This is a free resource.	<ul style="list-style-type: none"> - Meets many criteria and is a free resource - This is an effective assessment at connecting interests/personality assessment results with careers but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school- wide programming. - This assessment does not include an assessment of career beliefs/values.

Additional Assessments

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
College Board Career Finder and BigFuture*	https://bigfuture.collegeboard.org/explore-careers	Available online only; Access is free with an account.	<ul style="list-style-type: none"> - Meets many criteria - This is an effective assessment at connecting interest, personality, and skills (SAT) assessment results with careers and possible college majors, but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming. - This assessment does not include an assessment of career beliefs/values. - A student must create a College Board account to use this product.
TypeFocus Careers	https://v6.typefocus.com/beforelogin/home	\$34.95/ person	<ul style="list-style-type: none"> - Meets most criteria - This is an effective assessment at connecting interests, personality, skills, and values/beliefs with careers but does not provide supporting curriculum. - This assessment may not be suitable for MS or early HS. However, it is utilized by community colleges in TN (Vol State), providing continuity of use. - This assessment does not connect results to colleges or majors.
Jackson Vocational Interest Survey (JVIS) or JacksonCareer	https://www.jvis.com/default.htm	\$22/ person	<ul style="list-style-type: none"> - Meets many criteria - This is an effective assessment at connecting interests with careers. The platform then connects students to specific jobs and O*NET codes that provide extensive information on education requirements and job characteristics for that occupation, as well as activities students can engage in to learn more and professional organizations. - This assessment does not provide supporting curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming. - This assessment does not include an assessment of career beliefs/values.

Additional Assessments

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
Career Decision-making system-revised, by Pearson	https://www.pearsonassessments.com/store/usassessments/en/Store/Professional-Assessments/Career-Planning/Career-Decision-Making-System-Revised/p/10000512.html	Price options can be found here .	<ul style="list-style-type: none"> - Meets most criteria - Includes a Level 1 version for middle school students that connects interests to career charts, and Level 2 version for high school and college students that connects results to specific careers and college majors. - This is an effective assessment at connecting interests, values, and self-rated skills with careers but does not provide supporting curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming. - A student must create an account to use this product.
Princeton Review Career Quiz*	https://www.princetonreview.com/quiz/career-quiz	Available online only; Access is free with an account.	<ul style="list-style-type: none"> - Meets many criteria - This is an effective assessment at connecting interests and work style/values with careers, including descriptions of “a day in the life” and “quality of life”. It also shows students potential majors and grad programs aligned to the careers they are interested in. - This assessment is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming. - A student must create a Princeton Review account to use this product.
Defined Careers	https://www.definedlearning.com/what-we-offer/career-based-learning/	\$7 per student, with potential discounts for grades 6-8	<ul style="list-style-type: none"> - Meets all criteria - Aligns to all Defined Learning curriculum currently offered to teachers and districts. Additionally, Defined Careers has lessons imbedded within the platform that inform the student of overall career descriptions, problem- and project-based learning opportunities, and pathway alignment. - Defined Careers offers an assessment inclusive of study preferences, interests inventory and values inventory.

These assessments do not Fulfill TCA 49-6-412 but may still be beneficial for students’ career and self-exploration

The matrix below includes skills assessments that can provide additional information to students about skills needed for the workplace and specific career options available through the military. The content of these assessments do not satisfy the requirements of TCA 49-6-412, but can still be beneficial for students.

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
WorkKeys	WorkKeys Curriculum: https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/curriculum.html WorkKeys Assessments: https://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html	\$27/person	<ul style="list-style-type: none"> - Meets many criteria - There are 8 WorkKeys assessments: Applied Math, Graphic Literacy, Workplace Documents, Applied Technology, Business Writing, Workplace Observation, Fit, and Talent. - These assessments measure a range of hard and soft skills relevant to any occupation, at any level, and across industries, but do not focus much on aptitudes. - Successful completion of WorkKeys core assessments (Applied Math, Graphic Literacy, and Workplace Documents) can lead to earning an ACT WorkKeys® National Career Readiness Certificate™ (ACT WorkKeys NCRC®).

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
ASVAB*	https://www.nationalguard.com/the-asvab?utm_campaign=ngpaidsearch3&utm_source=89&utm_medium=googlebrand&utm_content=web&gclid=EAlaIqobChMIiYX88OvH6QIV18DICh2qdgazEAAYASABEgKHMPD_BwE&gclid=aw.ds	<p>The military does not charge candidates a test fee. It is free to take, although you can choose to enroll in courses to help you prepare for it.</p>	<ul style="list-style-type: none"> - Meets minimal criteria (2) - A free 12-question practice test is available. - This assessment only assesses students’ skills, which can change over time, and does not assess interests, aptitudes, personality, or values nor connect them to possible career options. - The Armed Services Vocational Aptitude Battery measures student knowledge in eight areas: <ul style="list-style-type: none"> o General Science - Life, earth, space and physical sciences o Arithmetic Reasoning - Ability to solve basic math and word problems o Word Knowledge - Ability to grasp the meaning of words through synonyms o Paragraph Comprehension - Ability to understand written material o Mathematics - Math concepts and applications o Electronics - Electrical current, circuits, devices and electronic systems o Auto and Shop - Car maintenance and repair, and wood and metal shop o Mechanical - Principles of mechanical devices, structural support, properties of materials

Career Assessment/ Program	Product Website	Accessibility	Suitability Summary – Criteria Met and Features Unique to Each Program
MyACT*	<ul style="list-style-type: none"> • Create an account 	<p>This is a free resource.</p> <p>MyACT is expanding beyond an international registration system for test takers into a single location for all domestic customers to register, schedule, and pay for the ACT test. Students can access career readiness information/inventories on the same platform they use to register for the ACT.</p> <p>Registration will open July 2020.</p>	<ul style="list-style-type: none"> - Meets many criteria and is a free resource - This is an effective assessment at connecting interests/aptitudes/values with careers but is not accompanied by curricula and would require support from school counselor/teachers to integrate into a course or school-wide programming. - This platform includes a career interest, aptitude, and value inventories, but these inventories are designed for students in high school, rather than middle school. - Inventory surveys provide suggestions for occupation and college major fits. - Results of inventories are interpreted on a Career and Major map. - Score Explorer allows students to compare colleges by score table.
Myers-Briggs	<p>Full MBPI assessment: https://www.mbtionline.com/en-US/For-you</p> <ul style="list-style-type: none"> • Information about the full assessment: https://www.myersbriggs.org/ - 	<p>Full MBPI assessment = \$49/ person</p> <p>Free elements exist online.</p>	<ul style="list-style-type: none"> - Meets minimal criteria (2) - This assessment only assesses personality type and does not connect personality type to specific careers/education requirements/college majors/high school coursework - Aside from a brief report on how each type typically operates in a workplace setting and what careers each type tends toward, there is limited information or curricula to accompany this assessment. Much of this would fall on the instructors or counselors. However, this assessment could be utilized in addition to an O*NET search. - This assessment focuses heavily on self-awareness.