

career interest inventory pictorial version

career interest inventory pictorial version offers a visually engaging and accessible method for individuals to explore their professional preferences and aptitudes. This innovative approach to career assessment replaces traditional text-heavy questionnaires with images and icons, making it especially effective for younger users, those with reading difficulties, or individuals who prefer visual learning styles. By integrating pictures into the evaluation process, career interest inventory pictorial version tools enhance understanding and encourage more accurate self-reflection. This article delves into the concept, benefits, applications, and practical implementation of pictorial career interest inventories. It also examines how such tools compare with standard assessments and their role in career guidance and counseling services.

- Understanding Career Interest Inventory Pictorial Version
- Benefits of Using Pictorial Career Interest Inventories
- Applications and Target Audiences
- Comparison with Traditional Career Interest Inventories
- Designing an Effective Career Interest Inventory Pictorial Version
- Implementing Pictorial Career Interest Inventories in Career Counseling

Understanding Career Interest Inventory Pictorial Version

The career interest inventory pictorial version is a career assessment tool that uses images, symbols,

or icons to represent various occupations, interests, skills, or work environments. Instead of relying solely on descriptive text or lengthy questionnaires, this approach employs visual stimuli to engage users in identifying their preferences. The pictorial format simplifies the process by allowing participants to select or rank images that resonate with their interests, making it easier to interpret and relate to real-world career options.

Such inventories are designed to capture an individual's vocational inclinations through visual cues, which can evoke intuitive responses. This method is particularly beneficial for individuals who may struggle with reading comprehension or language barriers. The pictorial version of career interest inventories aligns with theories in vocational psychology that emphasize multiple intelligences and diverse learning styles, including visual-spatial intelligence.

Key Components of Pictorial Career Interest Inventories

These inventories typically include a series of images depicting various activities, professions, tools, or workplace settings. Users are asked to indicate their level of interest or preference by selecting or ranking these images. The results are then analyzed to identify dominant career interest themes, which can be matched with suitable occupational categories.

- Visual representations of job roles and tasks
- Icons symbolizing work environments or industries
- Interactive selection or ranking mechanisms
- Interpretive frameworks linking images to career clusters

Benefits of Using Pictorial Career Interest Inventories

Career interest inventory pictorial versions offer several advantages over traditional text-based assessments. Primarily, they improve accessibility and engagement, particularly for children, individuals with limited literacy, or non-native English speakers. The visual format reduces cognitive load and mitigates the risk of misinterpretation caused by complex language or ambiguous questions.

Moreover, pictorial inventories encourage intuitive decision-making by tapping into visual memory and imagination. This can lead to more authentic responses that better reflect an individual's genuine interests and strengths. The use of images also enhances motivation and enjoyment during the assessment process, which can contribute to more reliable data.

Additional Advantages

- Enhanced inclusivity for diverse populations
- Faster completion times due to simplified response options
- Increased accuracy through reduced language dependence
- Facilitation of discussions between clients and counselors

Applications and Target Audiences

The career interest inventory pictorial version is widely applied in educational settings, vocational rehabilitation, and career counseling programs. It serves as an effective tool for middle and high school students exploring potential career paths as well as adults seeking career transitions or reentry into the workforce.

Special populations, such as individuals with learning disabilities, limited English proficiency, or cognitive challenges, benefit significantly from this approach. Additionally, pictorial inventories are utilized in multicultural contexts where linguistic diversity requires more universally understandable assessment methods.

Common Use Cases

- School career guidance programs
- Workforce development and job training initiatives
- Vocational rehabilitation for individuals with disabilities
- Adult education and career transition services

Comparison with Traditional Career Interest Inventories

Traditional career interest inventories generally rely on text-based questions, self-report scales, or written descriptions of job tasks and environments. While these methods are well-established and validated, they may pose challenges for certain populations. The pictorial version offers an alternative that maintains the diagnostic rigor while enhancing ease of use and engagement.

One key difference is in the mode of response: pictorial inventories often involve selecting images, whereas traditional tools require reading and answering written questions. This difference can influence response accuracy and the depth of insight obtained. However, pictorial inventories may require additional validation to ensure their psychometric properties meet professional standards.

Strengths and Limitations

- **Traditional Inventories:** Comprehensive, validated, but potentially less accessible
- **Pictorial Inventories:** Accessible, engaging, but may require further psychometric testing

Designing an Effective Career Interest Inventory Pictorial

Version

Creating a robust pictorial career interest inventory involves careful selection and design of images that accurately represent occupational interests and environments. The images must be clear, culturally appropriate, and sufficiently detailed to convey specific career-related concepts without ambiguity.

Developers should incorporate input from vocational experts, graphic designers, and target users to ensure the inventory is both valid and user-friendly. Pilot testing is essential to refine image selection and response formats. Additionally, scoring algorithms must be developed to translate visual selections into meaningful career interest profiles.

Best Practices in Development

1. Identify relevant career interest domains based on vocational theories
2. Select or create high-quality, representative images for each domain
3. Design intuitive user interfaces for image selection or ranking
4. Conduct validity and reliability testing with diverse populations

5. Develop clear interpretive guidelines for counselors and users

Implementing Pictorial Career Interest Inventories in Career Counseling

Career counselors can integrate pictorial career interest inventories into their assessment toolkit to enhance client engagement and facilitate more inclusive career exploration processes. These tools can be administered digitally or in print, allowing flexibility in various counseling environments.

Interpreting the results involves analyzing patterns of image preferences and linking them to occupational clusters or Holland Codes. Counselors can use the pictorial inventory outcomes to guide discussions, explore strengths, and plan career development strategies tailored to the individual's unique interests.

Guidelines for Counselors

- Introduce the pictorial inventory clearly, explaining its purpose and process
- Encourage open discussion about image selections to deepen insight
- Use results as a starting point for exploring compatible careers and educational paths
- Combine pictorial inventory data with other assessments for comprehensive evaluation
- Adapt interpretation strategies based on client age, culture, and abilities

Frequently Asked Questions

What is a career interest inventory pictorial version?

A career interest inventory pictorial version is an assessment tool that uses images and pictures instead of text to help individuals identify their career interests, making it accessible for those with limited reading skills or language barriers.

Who can benefit from a career interest inventory pictorial version?

This version is particularly beneficial for children, individuals with reading difficulties, non-native speakers, and people with cognitive disabilities who may find traditional text-based inventories challenging.

How does a pictorial career interest inventory work?

Participants are shown various images representing different jobs, activities, or work environments and asked to select or rank the ones they find most appealing, which helps to determine their career interests.

Are pictorial career interest inventories reliable?

Yes, when properly designed and validated, pictorial career interest inventories can be reliable and effective tools for assessing career preferences, especially when combined with other assessment methods.

Where can I find a career interest inventory pictorial version?

They can be found through career counseling centers, educational institutions, online career guidance platforms, and sometimes as part of special education resources.

Can a pictorial career interest inventory be used for adults?

Yes, while often used for children or individuals with special needs, pictorial inventories can also be effective for adults who prefer visual learning or have limited literacy skills.

What are the advantages of using a pictorial version over a traditional text-based career interest inventory?

Advantages include increased accessibility for non-readers, reduced language bias, engagement through visual stimuli, and easier understanding of career options for diverse populations.

How can the results of a career interest inventory pictorial version be used?

The results can guide individuals in exploring suitable career paths, inform career counseling sessions, help in educational planning, and support decision-making regarding vocational training or job searches.

Additional Resources

1. Visual Career Compass: A Pictorial Guide to Discovering Your Professional Path

This book uses engaging images and graphics to help readers identify their career interests and strengths. It's designed for visual learners who benefit from seeing concepts rather than just reading about them. The pictorial approach simplifies complex career assessments, making it accessible for teens and adults alike.

2. Career Exploration Through Pictures: A Visual Interest Inventory for Students

Ideal for middle and high school students, this book offers a colorful, image-based inventory to explore various career options. It includes illustrations representing different job roles and industries, helping young readers connect their interests with potential career paths. The interactive format encourages self-reflection and discussion.

3. The Illustrated Career Inventory Handbook

Combining detailed illustrations with career interest assessments, this handbook guides readers through identifying their professional preferences. It breaks down different work environments and tasks using pictures, making it easier to understand various occupations. The book is a practical tool for counselors and educators working with diverse learners.

4. Picture Your Future: A Visual Guide to Career Interests and Choices

This guide uses vibrant images to map out various career options based on individual interests and skills. It includes step-by-step exercises supported by pictures to help readers clarify their professional goals. The book is especially useful for those who struggle with traditional text-heavy inventories.

5. Career Interests in Color: A Pictorial Inventory for Self-Assessment

Focusing on color-coded visuals and icons, this book helps readers quickly identify career clusters that match their interests. The pictorial format enhances engagement and retention, making career exploration a more enjoyable experience. It also includes tips for translating visual results into actionable career plans.

6. Visual Vocations: An Illustrated Career Interest Inventory for All Ages

This comprehensive book features a wide range of professions depicted through clear illustrations, allowing readers to visually assess their career preferences. It's suitable for children, teens, and adults, providing adaptable assessment activities. The book also offers guidance on interpreting results and next steps.

7. See Yourself Working: A Pictorial Career Interest Inventory

Designed to help individuals envision themselves in various roles, this book combines photos and graphics to represent different career fields. It encourages users to reflect on what daily tasks and environments appeal to them. The pictorial inventory supports career decision-making by making abstract ideas tangible.

8. The Picture Career Test: A Visual Approach to Identifying Your Interests

This innovative book replaces traditional questionnaires with image-based prompts that reveal personal

career interests. It's particularly effective for people with reading difficulties or those who prefer visual learning styles. The test results are accompanied by illustrated explanations of suitable career paths.

9. Career Paths in Pictures: A Visual Interest Inventory for Career Planning

Offering a broad spectrum of career images and scenarios, this book helps readers explore and compare different professions visually. It's an excellent resource for career counselors seeking tools to engage clients in meaningful self-assessment. The book also includes activities that integrate pictorial results into actionable career plans.

Career Interest Inventory Pictorial Version

Career Interest Inventory: Pictorial Version

Name: Unveiling Your Dream Career: A Pictorial Guide to Career Exploration

Contents Outline:

Introduction: The Power of Visual Career Exploration

Chapter 1: Understanding Your Interests Through Pictures

Chapter 2: Interpreting Pictorial Responses: Deciphering Your Career Preferences

Chapter 3: Connecting Interests to Career Paths: Exploring Suitable Occupations

Chapter 4: Researching Your Chosen Careers: Salary, Education, and Job Outlook

Chapter 5: Action Planning: Setting Goals and Taking the Next Steps

Chapter 6: Overcoming Obstacles and Building Resilience

Chapter 7: Seeking Guidance and Support: Networking and Mentorship

Conclusion: Embarking on Your Career Journey

Unveiling Your Dream Career: A Pictorial Guide to Career Exploration

(Introduction: The Power of Visual Career Exploration)

Choosing a career is a pivotal life decision. Traditional career assessments often rely heavily on text-based questionnaires, which can be challenging for some individuals. This ebook introduces a unique approach: a pictorial career interest inventory. By utilizing images and visual cues, this inventory makes career exploration more accessible and engaging, particularly beneficial for visual learners, individuals with reading difficulties, or those who find traditional methods overwhelming. The pictorial format stimulates intuitive responses, allowing for a more spontaneous and less self-

conscious expression of career interests. This method bypasses potential biases introduced by verbal or written responses, leading to a clearer understanding of inherent inclinations and preferences. This book empowers you to discover your passions, identify potential career paths aligned with those passions, and develop a personalized action plan to achieve your career goals.

(Chapter 1: Understanding Your Interests Through Pictures)

This chapter introduces the core of the pictorial inventory. It explains the methodology behind using images to assess career interests. We'll explore various types of pictorial representations – from photographs of people in different professions to illustrations depicting various work environments and activities. The images are carefully selected to represent a broad spectrum of career fields, ensuring inclusivity and relevance across diverse interests. The chapter will guide you through the process of interacting with the pictorial inventory, emphasizing intuitive responses rather than overthinking. It also addresses potential challenges – such as recognizing biases in image selection – and provides strategies to mitigate them. We'll discuss the importance of honesty and self-reflection in providing accurate responses, and highlight how the absence of pressured written answers promotes a more natural assessment. This chapter establishes the foundation for a more intuitive and effective career exploration journey.

(Chapter 2: Interpreting Pictorial Responses: Deciphering Your Career Preferences)

Once you've completed the pictorial inventory, this chapter provides a detailed guide on interpreting your responses. It explains how to analyze the images you selected or reacted strongly to, connecting them to underlying interests and personality traits. We'll explore different analytical frameworks, providing various approaches to interpreting pictorial responses, including identifying patterns, themes, and common elements across selected images. The chapter emphasizes the importance of recognizing the nuances within your choices and understanding how seemingly disparate images might reflect a cohesive career preference. We will present examples of image combinations and their corresponding career interpretations, showing how a selection of images representing outdoor activities, problem-solving, and collaboration might suggest a career in environmental engineering. We aim to decode the visual language of your responses to unlock valuable insights into your professional aspirations. This chapter will empower you to identify recurring themes and preferences to formulate initial career directions.

(Chapter 3: Connecting Interests to Career Paths: Exploring Suitable Occupations)

Building upon the interpretation of pictorial responses, this chapter focuses on translating your identified interests into tangible career paths. Using the insights gathered from your responses, we will explore a range of related occupations. This chapter provides a comprehensive directory of careers and provides examples of how specific image selections align with particular professions. For instance, a preference for images depicting scientific experiments and technological advancements might suggest careers in research, engineering, or computer science. The chapter employs a methodical approach, outlining a step-by-step process for mapping your pictorial responses to specific career options. We will explore various resources available for conducting further research into specific careers, including online occupational databases, professional websites, and educational institutions. It's designed to bridge the gap between your visual preferences and the real-world landscape of professional opportunities.

(Chapter 4: Researching Your Chosen Careers: Salary, Education, and Job Outlook)

This chapter emphasizes the importance of thorough research. Having identified potential career paths, it guides you through the process of researching the practical aspects of these professions. This includes exploring education requirements, necessary skills and qualifications, typical salary ranges, and projected job growth. We provide practical strategies for conducting effective online research, utilizing reliable sources of information such as the Bureau of Labor Statistics, professional organizations, and university career centers. We discuss how to assess salary expectations and cost-of-living in different regions, enabling readers to make informed decisions about career viability and location preferences. Moreover, it addresses the importance of understanding the long-term outlook for different professions, preparing individuals for potential career shifts and adapting to evolving market demands.

(Chapter 5: Action Planning: Setting Goals and Taking the Next Steps)

This chapter shifts the focus from exploration to action. It guides you in developing a personalized action plan, detailing concrete steps to pursue your chosen career path. We will discuss the importance of setting SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) and creating a timeline for achieving these goals. This involves identifying short-term and long-term objectives, such as gaining relevant skills, seeking educational opportunities, or networking with professionals in the chosen field. We'll explore the creation of a professional resume and cover letter, and provide advice on effective job searching strategies. This chapter ensures a smooth transition from identifying career interests to taking concrete steps toward pursuing them.

(Chapter 6: Overcoming Obstacles and Building Resilience)

The career journey is rarely linear. This chapter acknowledges that pursuing a career may present challenges and setbacks. We provide strategies for building resilience, overcoming obstacles, and maintaining motivation throughout the process. This includes techniques for managing stress, dealing with rejection, and maintaining a positive outlook in the face of adversity. We will explore the benefits of seeking support from mentors, peers, and family members. We will also provide a framework for assessing personal strengths and weaknesses and designing coping strategies tailored to individual needs and challenges.

(Chapter 7: Seeking Guidance and Support: Networking and Mentorship)

This chapter stresses the importance of building a strong professional network and seeking mentorship. We explore different networking strategies, including attending industry events, joining professional organizations, and utilizing online platforms like LinkedIn. We provide guidance on identifying and approaching potential mentors, highlighting the benefits of establishing supportive relationships with experienced professionals in the chosen field. We emphasize the importance of actively seeking feedback and advice, and fostering genuine relationships built on mutual respect and trust. This chapter empowers readers to build essential connections that will support their career progression.

(Conclusion: Embarking on Your Career Journey)

This concluding chapter summarizes the key concepts discussed throughout the ebook and reiterates the value of utilizing a pictorial career inventory. We encourage readers to reflect on their journey, celebrate their progress, and maintain a proactive approach toward their career development. It reinforces the message that career exploration is an ongoing process and provides encouragement for continuous learning and adaptation. Finally, we offer additional resources and encourage readers to continue exploring their interests and refining their career path as they progress.

FAQs

1. Is this pictorial inventory suitable for all age groups? Yes, the visual nature makes it adaptable to various age groups, though younger users might require assistance with interpretation.
2. How long does it take to complete the inventory? The time varies depending on individual engagement, but generally it can be completed within 30-60 minutes.
3. Can I retake the inventory? Yes, retaking the inventory at different times can help track changes in interests and preferences.
4. What if I don't recognize any of the images? The inventory aims for broad representation, but some images may not resonate. Focus on images that do evoke a response.
5. Is this inventory a substitute for professional career counseling? No, it's a valuable tool, but professional guidance is recommended for complex situations.
6. How accurate are the results? The accuracy depends on honest self-reflection. The inventory aims to provide insights, not definitive answers.
7. Can I share my results with others? The interpretation is for your personal use, but you can discuss general career aspirations with others.
8. What if I'm unsure about my results? Review the interpretation guide again or seek professional advice to clarify any uncertainties.
9. Where can I find additional resources on career exploration? Numerous online resources and career services are available, many linked in the ebook itself.

Related Articles:

1. Visual Learning Styles and Career Success: Explores how visual learning impacts career choices and how to leverage visual strengths.
2. Personality Tests and Career Paths: Discusses the correlation between personality traits and

career suitability.

3. Overcoming Career Indecision: Provides strategies to manage uncertainty and make informed career decisions.
4. The Importance of Career Exploration in Early Adulthood: Highlights the significance of early career planning.
5. Networking for Career Advancement: Offers practical tips on effective networking for career success.
6. Building Resilience in the Workplace: Discusses strategies for navigating workplace challenges and stress.
7. Career Change After 40: A Guide to Re-skilling and Transitioning: Addresses the challenges and opportunities of career change later in life.
8. Understanding Job Market Trends: Provides insights into current and future job market demands.
9. Creating a Winning Resume and Cover Letter: Offers practical advice on creating impactful application materials.

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career interest inventory pictorial version: Career Development, Employment, and Disability in Rehabilitation David R. Strauser, PhD, 2021-01-27 Note to Readers: Publisher does not guarantee quality or access to any included digital components if book is purchased through a third-party seller. Uses an integrated rehabilitation perspective to address career, vocational behavior, employment, and disability related theory and research This highly regarded resource is the only book in rehabilitation counseling to provide comprehensive coverage of vocational behavior and employment theory and intervention techniques as they apply to individuals with disabilities. Scholarly yet practical, the second edition is updated with key information and research, delivering new employment statistics, employment rates, and poverty levels of people with disabilities. Woven throughout this new edition, is the Illinois Work and Well-Being Model, incorporating foundational theories and providing a framework for understanding the critical factors that impact the career

development process. Chapters—written by leaders in the field—are consistently organized for ease of use. Each chapter includes of an Overview of Major Constructs followed by Theoretical Foundations; Occupational Assessment, Information and Evaluation; Intervention Strategies; and Population and Settings. Case examples and discussion questions highlight and reinforce application of theories and techniques. New Sample Syllabi, Classroom Activities, PowerPoints, and a Test Bank are included for instructors. An eBook is included with the purchase of the print edition. New to the Second Edition: Provides new employment statistics, employment rates, and poverty levels of people with disabilities Reviews details of the Work Force Innovation Act Integrates the Illinois Work and Well-Being Model throughout as a framework for understanding critical factors impacting the career development process Links with CACREP standards Discusses relevant new legislation New Key Concept Boxes, Chapter Summaries, and Chapter Glossary increase accessibility of the new edition Includes sample syllabi, classroom activities, PowerPoint slides, and test bank Key Features: Addresses contemporary career, vocational behavior, employment, and disability related theory and research from an integrated rehabilitation perspective Written by well-respected practitioners and educators Organized to facilitate instructor flexibility in assigning chapters without losing course continuity

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advances. Written by over 200 experts from all involved disciplines, the text runs the full gamut of practice of brain injury medicine including principles of public health and research, biomechanics and neural recovery, neuroimaging and neurodiagnostic testing, sport and military, prognosis and outcome, acute care, treatment of special populations, neurologic and other medical complications post-injury, motor and musculoskeletal problems, post-trauma pain disorders, cognitive and behavioral problems, functional mobility, neuropharmacology and alternative treatments, community reentry, and medicolegal and ethical issues. Unique in its scope of topics relevant to professionals working with patients with brain injury, this third edition offers the most complete and contemporary review of clinical practice standards in the field. Key Features: Thoroughly revised and updated Third Edition of the seminal reference on brain injury medicine Evidence-based consideration of emerging topics with new chapters covering pathobiology, biomarkers, neurorehabilitation nursing, neurodegenerative dementias, anoxic/hypoxic ischemic brain injury, infectious causes of acquired brain injury, neuropsychiatric assessment, PTSD, and capacity assessment Multi-disciplinary authorship with leading experts from a wide range of specialties including but not limited to physiatry, neurology, psychiatry, neurosurgery, neuropsychology, physical therapy, occupational therapy speech language pathology, and nursing New online chapters on survivorship, family perspectives, and resources for persons with brain injury and their caregivers Purchase includes digital access for use on most mobile devices or computers

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career interest inventory pictorial version: Tests in Print IV Buros Institute of Mental Measurements, 1999

career interest inventory pictorial version: A Counselor's Guide to Career Assessment Instruments Jerome T. Kapes, Marjorie Moran Mastie, Edwin A. Whitfield, 1994 Trustworthy information about career assessment instruments and their value for career counseling is difficult to obtain. This text contains information and reviews of a wide range of assessment instruments. The decisions as to what instruments to include for review were based on input from an advisory committee, a review of the literature and of publisher catalogues, and the results of a survey of users. The principles underlying the decisions to select instruments for review included selecting previously reviewed instrument that have undergone extensive revisions or update, new instruments that appear to have promise of extensive use, instruments that could be used by employers to make

hiring or advancement decisions, and instruments with proven utility for persons with disabilities of disadvantages. Fifty-two instruments in forty-nine test reviews comprise the heart of this volume. These are divided into six categories: Comprehensive Aptitude/Achievement and Companion Measures; Interest; Values and Satisfaction; Career Development/Maturity; Personality; and Instruments for Disabled and Disadvantaged Populations. Reviews begin with publisher-provided information, followed by a brief critical review of the instrument's strengths and limitations. Also provided is practical information which potential users can refer to in order to gauge the usefulness of an instrument. (RJM)

career interest inventory pictorial version: *Tests in Print III* Buros Institute of Mental Measurements, 1983 Customers who place a standing order for the Tests in Print series or the Mental Measurements Yearbook series will receive a 10% discount on every volume. To place your standing order, please call 800-755-1105 (in the U.S.) or 402-472-3581 (outside the U.S.). Designed to complement the Mental Measurements Yearbooks, Tests in Print fills a pressing need for a comprehensive bibliography of all tests in print. Although these volumes are useful in and of themselves, their maximum usefulness requires the availability and use of the Mental Measurements Yearbooks. Although information on available tests and specific test bibliographies is valuable, the greatest service which Tests in Print can perform is to encourage test users to choose tests more wisely by consulting the MMY test reviews, the excerpted test reviews from journals, and the professional literature on the construction, use, and validity of the tests being considered.

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career interest inventory pictorial version: *Intelligence Tests and Reviews* Buros Center, 1975

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career interest inventory pictorial version: *Social Studies Tests and Reviews* Oscar Krisen Buros, 1975 Social Science Tests and Reviews, consisting of the social science sections of the first seven MMYs and Tests in Print II, includes 166 original test reviews written by 72 specialists, five excerpted test reviews, 71 references on the construction, use, and validity of specific tests, a bibliography on in-print social science tests, references for specific tests, cumulative name indexes for specific tests with references, a publishers directory, title index, name index, and a scanning index. The 85 tests covered fall into the following categories: 22 general; 5 contemporary affairs; 10 economics; 7 geography; 24 history; 13 political science; and 4 sociology.

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Sarkees-Wircenski, John L. Scott, 1985 Abstract: This text discusses the planning and management of vocational training programs for handicapped and disadvantaged students who have special needs. The book is divided into 12 modules, each covering a specific area of vocational special needs education. Each module is self-contained and may be studied independently of other modules. Topics include: referral, identification, and placement of special needs learners; vocational assessment and individualized education programs for special needs learners; interagency collaboration and cooperative planning; applying rehabilitation technology to vocational programs; instructional techniques for special needs learners; learner evaluation and grading procedures; and transition, job placement, and follow-up for special needs learners.

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