



Vocational Assessments

Our Vocational Assessments utilise FuturePathways® - an innovative, digitally supported vocational and career matching assessment platform. The interactive platform guides those requiring vocational, redeployment or outplacement support by accurately matching them to the best, most suitable careers.

We utilise FuturePathways® Vocational and Career Matching platform, along with the expertise and coaching experience of our consultants, to deliver accurate insights into a client's future potential and support them in finding meaningful employment matching their values, interests, skill-set and motivational drivers. We ensure recommendations reflect any injury or disability considerations.

Achieving the Best Possible Match

Our assessments have been developed to ensure our job option recommendations provide the best possible match for our clients while empowering them to be active participants in their vocational goal setting and planning.

Our assessments include a number of valid, evidence based tools via FuturePathways®, all tested extensively. This has led to very positive outcomes for all involved parties with respect to return to work outcomes and client satisfaction.

The psychometric assessments used within FuturePathways® are all statistically validated and reliable measures, backed by extensive technical detail and research. These include assessments of:

- Occupational Interests.
- Personality.
- Cognitive Ability: verbal reasoning; abstract reasoning and numerical reasoning skills.
- Transferable skills through review of the individual's vocational history, psychosocial factors and current capacity.

FuturePathways® assessments provide a robust, reliable and valid job match compatibility score which ranks all occupations, from the world's largest vocational database, for each participant. Job match compatibility can be filtered by any combination of the following factors to allow for additional career exploration:

- Skill, education and experience level.
- Physical restrictions and capacity.
- Industry.
- Psychometric Profiles including:
 - Personality.
 - Career interests.
 - Cognitive ability: verbal, numerical and abstract reasoning.
- Psychosocial considerations.

How Does FuturePathways® Work?

The psychometric assessments used within FuturePathways® are all statistically validated (i.e. measures what it claims to measure) and reliable (i.e. produces consistent, stable results over time) measures.

FuturePathways® is driven by advanced global occupational data, evidence based psychometric assessments, validated occupational interest profiles and personality assessments combined with client biodata information. Each assessment is backed by extensive technical detail and accompanied with comprehensive interpretation manuals.

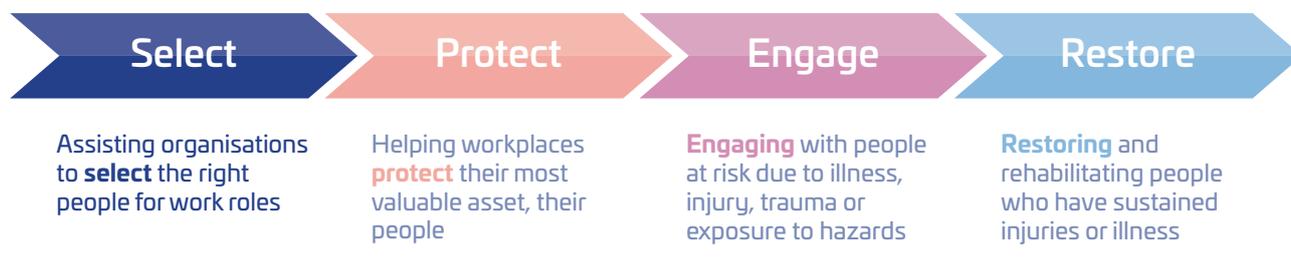
Our Reports: Reviewing Results

Our Vocational Assessment Reports are comprehensive, evidence based and inclusive. Psychometric assessment results are presented in a variety of formats offering various levels of analysis and interpretation. Raw results are interpretable by our technically trained rehabilitation consultants, whilst our feedback reports offer a more simplistic

summary of results that can be easily understood by our clients. The various filtering options also enable current and future capacities and skills to be modelled within reports to provide further exploration into suitable job matches.

We provide a fully comprehensible and well-considered final report for our external clients which combines the FuturePathways® psychometric and psychosocial results, the vocational interview information and labour market analysis of the career pathways deemed most suitable. All standard vocational assessment information remains included in the final report as this continues to form an important part of the vocational interview, our engagement with other stakeholders throughout the assessment completion, and our reporting process.

By incorporating the FuturePathways® tool into our Vocational Assessment process we have enhanced the quality of our reporting but also positively influenced how we engage with vocational clients to ultimately improve outcomes.



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**Rehabilitation
Services**
by Altius