

Success Story: Ronald Cameron

Ronald Cameron has a great enthusiasm to work. As a utility worker with Linton's Managed Services for five years, he truly enjoyed his work and was unfortunately laid off in 2009. Since receiving unemployment benefits, Ronald has had a strong desire to return to work, and, through his sister's contact, he learned that VSP could be a beneficial resource with employment reentry.

Referred in November 2011 by Penelope Sykes a Counselor with the Division of Rehabilitation Services, Ronald began his three-day exploratory assessment in mid-January 2012 in order to determine his marketable skills. As part of the assessment, the career evaluator administered a number of assessment tools to determine Ronald's marketable skills and realistic vocational options. Measures included academic levels, learning styles, aptitude, work values and dexterity. Throughout the three-day evaluation, the evaluator observed and recorded Ronald's "soft skills", including his attendance, punctuality, work pace, productivity, work quality, personal appearance, social skills, cooperation level, emotional stability, physical stability, communication skills and ability to follow instructions. Other observations included his ability to cope with frustration, his response to criticism/correction, his independence level and organization skills, and his perseverance and motivation level.



All information was gathered, analyzed and synthesized into a comprehensive report. This report included a summary of test results combined with Ronald's strengths and limitations, work temperaments, preferences, learning style and needed accommodations and supports. The evaluator identified specific jobs which would foster Ronald's strong potential for long-term success and outlined both short term and long term recommendations in order for Ronald to re-enter employment. One recommendation

was for Ronald to enter Work Adjustment Training (WAT), in order to assess appropriate and sustained work behaviors and allow him further career exploration, while assisting him to transition back to competitive employment.

In April 2012, Ronald entered WAT, assigned to the Food and Nutrition Department, where he successfully completed training this month. He has been recommended for job placement assistance and has applied for Sinai Hospital Dietary Aide positions.

Reflecting back on his Career Assessment

experience, Ronald stated, "The assessment helped me a lot, and the evaluator gave me a list of jobs compatible with my interests and abilities. The career assessment process made me feel good about myself and gave me confidence in what I can do."

Clearly, the career assessment process has been of great benefit to Ronald in a variety of ways. The process has restored confidence in Ronald's ability to re-enter the labor market, confirmed his vocational interests and ability, and provided Ronald with a realistic vocational path toward a productive and independent future.

