

List of Career Aptitude Assessments for T.C.A. § 49-6-412

Overview

A career aptitude 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. T.C.A. § 49-6-412 requires each local education agency (LEA) to administer a career aptitude 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 shall “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. While the department does not endorse or guarantee the validity of any instrument, 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 more information, or if you are using a career aptitude assessment tool that is not included on this list, please email Dr. Karey Lowdermilk, Manager of College and Career Counseling at Karey.Lowdermilk@tn.gov. Additional career assessments will be reviewed upon request.

List of Current Approved Career Assessments

Assessments that fit all or most criteria:

- YouScience
- Get Focused, Stay Focused
- Kuder Navigator
- Pathful Explore (formerly Virtual Job Shadow)
- Naviance
- Major Clarity
- CollegeforTN*
- O*NET Interest Profiler*
- College Board Career Finder and BigFuture*
- TypeFocus Careers
- Jackson Vocational Interest Survey
- Career Decision-making system-revised, by Pearson
- Princeton Review Career Quiz*
- Defined Careers
- NS4ED
- Find Your Grind
- WIN Learning myStrategic Compass

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 T.C.A. 49-6-412). 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 asterisk are free, while others require a fee.* Schools should also consider the various *types* of career assessments offered by each platform and other features unique to each platform 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
Kuder Navigator	X	X	X	X	X
Pathful Explore (formerly Virtual Job Shadow)	X	X	x	X	X
Naviance	X	X	X	X	X
Major Clarity	X	X	x	X	X
CollegeForTN*	X	X	x	X	
O*NET Interest Profiler*	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 Matrix Continued

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
College Board Career Finder and BigFuture*	X	X	X		
TypeFocus Careers	X	X	X	X	
Jackson Vocational Interest Survey	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
NS4ED	X	X	X		X
Find Your Grind	X	X	X		X
WIN Learning myStrategic Compass	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	Includes Aptitude Assessment	Includes Interest Assessment	Includes Personality Assessment	Includes Skills Assessment	Includes a values, beliefs, or learning style assessment	Connects student results to specific careers	Connects student results to specific postsecondary education options	Connects student's results to a career cluster, program of study, or specific high school courses	Assessment is embedded in curriculum 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
Pathful Explore (formerly Virtual Job Shadow)	X	X	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		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
NS4ED		X	X		X	X	X	X	X
Find Your Grind		X	X			X	X	X	
WIN Learning myStrategic Compass		X		X	X	X	X	X	

Career Assessment Contact Information

Career Assessment	Contact Information
YouScience	https://www.youscience.com/ Ivey Harrison, Sr. Territory Manager
Get Focused, Stay Focused	https://getfocusedstayfocused.org/
Kuder Navigator	www.kuder.com
Pathful Explore (formerly Virtual Job Shadow)	https://pathful.com/explore
Naviance	Naviance Tennessee landing page
Major Clarity	www.majorclarity.com Kara Dickerson, Account Executive
CollegeForTN	https://www.collegefortn.org/interest-profiler/
O*NET Interest Profiler	https://www.onetcenter.org/IP.html
College Board Career Finder and BigFuture	https://bigfuture.collegeboard.org/explore-careers
TypeFocus Careers	https://v6.typefocus.com/beforelogin/home
Jackson Vocational Interest Survey	https://www.jvis.com/default.htm
Career Decision Making System – Revised, by Pearson	Career Decision Making System landing page
Princeton Review Career Quiz	https://www.princetonreview.com/quiz/career-quiz
Defined Careers	https://definedlearning.com/what-we-offer Tamra Billings, Relationship Manager, TSIN
NS4ED	https://ns4ed.com/
Find Your Grind	https://findyourgrind.com/ Brittany Barron, Senior National Sales Manager
WIN Learning myStrategic Compass	WIN Career Readiness System (wincrsystem.com) Matthew Wagner, Regional Account Manager