

APPALACHIAN OHIO PERSONAL DEVELOPMENT
AND TRAINING PROGRAM

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This article describes work presently being done by William G. Rodd, Ph.D. and Roxanne S. White, Ph.D. in the field of vocational counseling and training which utilized Gittinger's Personality Assessment System. Dr. Rodd, President of the Personality Assessment System Institute, has long been actively involved with the use, teaching and research of the PAS. Dr. White is presently the Dean of Students at Hocking Technical College in Nelsonville, Ohio.

A special grant was funded in Appalachian Ohio to provide assessment and training of the unemployed based on Personality Assessment System indicators. The project was funded by the Office of Manpower Development and targets past recipients of C.E.T.A. training dollars and welfare benefits. Individual assessment, counseling, and career training are critical components of the program designed to increase participant employability and personal adjustment.

Eighty six persons have been assessed using the Wechsler Adult Intelligence Scale to determine Personality Assessment System variables for personalized training prescriptions. Training packages include vocational modules, co-op, and technical training programs. The persons are matched to training programs using PAS data. All programs are designed to yield instant employability and are tailored to individual learning patterns and abilities. All instructional staff have received in-service training on the Personality Assessment System and the use of information in maximizing learner potential. Personal counseling, as an adjunct to training, is provided using the PAS.

Participants are also involved in learning job search and securement techniques. Groups are organized into job clubs where counseling and instructional techniques are employed. Active personal and career planning and job investigation are integral parts of the training program.

The project has achieved tremendous success and is regarded as a model program in the state of Ohio. A second project to serve another one hundred rural unemployed is pending funding by the Bureau of Employment Services.