

# ICLife: Tools for inclusion

How to make life on a campus for higher education more inclusive.

## Tool: Labour interest test



Funded by the  
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### What's in a name?

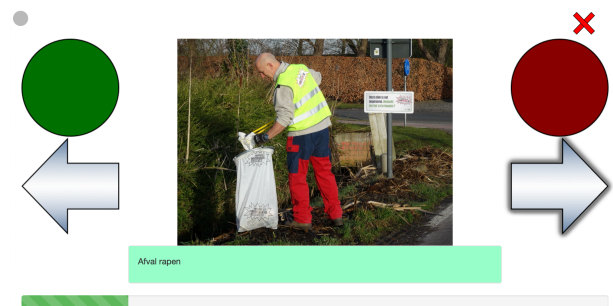
The Labour Interest Test was developed by to provide a better person-job fit for people with an intellectual disability. A good person-job fit, which states that the job fits in with the interests and the possibilities, increases the job satisfaction of people with an intellectual disability considerably. The LIT was developed to show the interest in certain work activities without taking the competencies into account.

The development of a valid test is important for both the target group and society because (supervised) work offers opportunities for more participation in society.

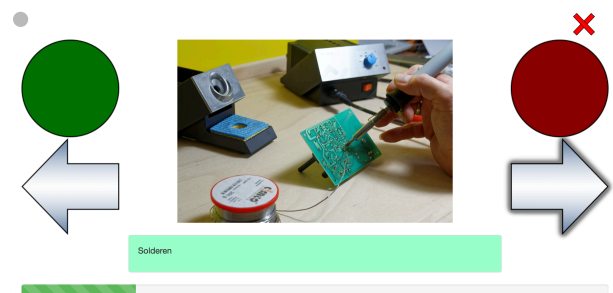
The AIT was developed as a visual test that can be taken online. The LIT sketches a picture of the work areas in which the test person wants to work or not.

The user is shown one photo at the time and can then indicate his / her preference by selecting a the red (negative) or green (positive) button. If the user has no opinion on a picture, he / she can skip this picture.

The photos are divided into various work areas (eg: food preparation work, customer oriented work, administrative work, gardening etc.). Some examples of pictures are shown in pictures 1, 2 and 3.



Picture 1



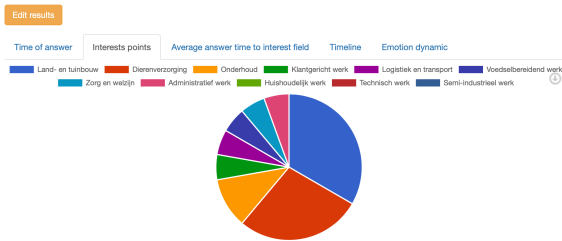
Picture 2



Picture 3

After finishing the test, the results show which work areas are preferred by the user. The results also present the time to answer that was used for each picture. This enables the coach to evaluate changes in behavior and the attention of the user while taking the test. The main results are given

in picture 4. The biggest parts of the pie-chart represent the areas of most interest for the user.



Picture 4

## Target group

Persons with an intellectual disability often face difficulties to imagine what a job would look like. The Labour Interest Test helps them to figure work situations they might get into when taking the job. The test is interesting whenever a change in the work situation may occur but also to evaluate if there is interest in changing jobs. Students who are coming out of education use the test to support them in choosing a job direction. The test is supervised by a coach or teacher that helps with interpretation of the results. Of course, the test results are not solely determinant, but they help giving direction.

## What's needed?

The test is available at [www.arbeidsinteressesettest.be](http://www.arbeidsinteressesettest.be) and is currently only available in Dutch. The test person does not really need to speak Dutch as only pictures are presented. The test results use 12 categories of work areas that would be easily translated in any language. Future development of the test in multiple languages will depend on the interest that is shown from other countries.

## Budget

While the development costs of the test are not charged to potential users, the hosting and maintenance costs remain to be funded. The cost for an annual licence is about 200€ per year, depending on the size of the organisation and the frequency of use of the test.

Interested parties can fill out the information request available on the [www.arbeidsinteressesettest.be](http://www.arbeidsinteressesettest.be) website.

## Who gets what out of it?

Users with an intellectual disability like to use the test to get an impression of job opportunities. For the job coach or teacher, the LIT offers one more option to evaluate what job might fit the client's ambitions and desires. The LIT is part of a set of tools that job coaches can use to find the best match between job opportunities and dreams and aspirations of the client.