

**IMPACT OF THE
REEMPLOYMENT AND ELIGIBILITY ASSESSMENT (REA) INITIATIVE**
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Best Practice #4: Utilize Rigorous Assessment Forms to Identify Barriers to Employment

A number of states currently use self-assessment forms within their REAs to gauge the claimant's emotional, financial, and physical state. Perhaps the most innovative self-assessment form is the Layoff-to-Employment Action Planner (LEAP) form, which is used in Nevada and Arizona. The LEAP form, developed by Career Action Resources, LLC, is handed out by every local office providing REAs in both Arizona and Nevada. It assesses individuals in eight areas: finances; emotional issues; social, family, and health issues; use of time; next career; more education & training; job search; and use of services and resources. Claimants are asked ten questions in each of these sections gauging their concerns on a variety of topics. Answers range from one to four for each question, with one denoting a minor concern and four denoting a major concern. Claimants total their scores on each section and then look to the back of the LEAP form for suggestions on how best to alleviate their concerns in each of the eight LEAP areas. Use of the LEAP form differs by local office, with some requiring claimants to fill it out during or before the REA interview and others providing it at the end of the interview for claimants to use at home. At the Reno JobConnect, for example, the REA interviewer required each claimant to fill out the LEAP form before the REA interview, and then reviews the claimant's scores, to alleviate some of the issues that had been raised while also referring him/her to available services. The LEAP form has been noted by REA staff to be very useful not only in gauging the emotional and financial status of individuals, but also for referring them to much needed services.