

TEST PLAN

SOCIAL SERVICES SPECIALIST 1 - #6612

1. Minimum Qualifications Screening
2. Agency may:
 - develop test questions and criteria at the time of recruitment, or
 - use the core T&E test that has been developed on:
 - A. Human Behavior Theory 25%
 - B. Counseling 30%
 - C. Social Services Assessment 30%
 - D. Communications 10%
 - E. Cultural Diversity 5%
3. Those ranking highest on the test will be invited to participate in the next phase of the selection process.
4. If you are hired, certain knowledge and skills will be assessed during your trial service period.

MINIMUM QUALIFICATIONS

- a Bachelor's or higher level degree in Social Work/Human Services or a closely related field; **OR**
- a Bachelor's degree in a field not closely related (to Social Work/Human Services) and one year of human services related experience (i.e., work providing assistance to individuals and groups with issues such as economically disadvantaged, employment, abuse and neglect, substance abuse, aging, disabilities, prevention, health, cultural competencies, inadequate housing).