Outcomes
Section 9

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Certified Brain Injury Specialist Training

This training is being offered as part of the Brain Injury Alliance of Connecticut’s ongoing commitment to provide education and outreach about brain injury in an effort to improve services and supports for those affected by brain injury.

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ACBIS Exam Study Outline

- Return to Work
  - Barriers to RTW and outcome statistics
  - Outcomes for RTW – differences in gender
  - Rehab Act of 1973
  - State VR services and supported employment programs
  - Vocational case coordinator
  - Comprehensive integrated day treatment models

Keep an eye out for this
Return to Work
Learning Objectives

- Be able to discuss factors that contribute to poor employment outcomes in persons with brain injury
- Be able to describe Wehman’s model of supported employment for persons with TBI
- Be able to discuss factors that contribute to poor employment outcomes in persons with brain injury
- Be able to give an example of workplace supports to help a worker with TBI
- Be able to explain State Vocational Rehabilitation Services available for persons with disability
- Be able to summarize the concept of supportive employment
Devastating outcome for persons with severe TBI

- Employment Rate Post TBI reported to be less than 10%-40%
- Worse rates for more severe injuries
- What constitutes “work” has been a problem in return to work studies as there have been varied definitions, including
  - Tryouts
  - Volunteer work
  - Homemaking for women who had previously been in competitive employment outside the home

Factors that contribute to poor employment include:

- More severe injury
- Older age at time of injury
- Male
- Lower levels of preinjury educational or occupational status
- Lack of social support
- Significant physical, psycho-social or cognitive impairments
- Member of a minority race
- History of substance abuse
The Rehabilitation Act of 1973

- Set the foundation for the state vocational rehabilitation system (VR), a federal/state-supported system of services, which assists persons with disabilities who are pursuing meaningful careers

- Typically contract with private brain injury service providers for:
  - Evaluation services
  - Job development, job placement, and job coaching services
- RTW is the gold standard in measuring successes of rehabilitation

- Return to Work Models:
  - Comprehensive Integrated Day Treatment
  - Vocational Case Coordination
  - Resource Facilitation
  - Supported Employment
Comprehensive Integrated Day Tx Model

- Individual and group therapies
- Supported employment
- Vocational trials
- Programs developed via this model have demonstrated employment rates as high as 50% and 75% - 85%
Vocational Case Coordination (VCC) Model

Integrated med/voc case coordination model

- Services in this model include:
  - Early identification of a vocation as a goal and hospital based involvement of vocational case coordinators
  - Early medical and vocational rehab interventions
  - Work trials early in recovery
  - Employer education
  - Temporary work support
  - Supported employment

- Research has shown:
  - That 80% or more of individuals who received VCC were employed in the community
  - Those who got earlier intervention had a better outcome
  - Rehabilitation gains were maintained at 1-year follow-up for all
  - It was also noted that reductions in psychiatric co-morbidity might be achieved through early vocational interventions
Supported Employment Model

“Research shows job coaching improves work outcomes”

Supported Employment Services are authorized under the Rehabilitation Act and are a service option under State Vocational Rehabilitation (VR) Services

- Developed by Wehman
- Emphasizes use of vocational rehab professionals
  - Employment specialist or job coach
  - Intensive individualized assistance
- Real job
- Real pay
- Community-based
- “Competitive”
Services Offered by Employment Specialists

- Spends time getting to know job seeker
- Practical or functional approach to assessment
- Situational assessments

评估

- Makes employer contacts on the job seeker's behalf
- Offers services to the employer to assist the job seeker with on the job skills training if hired
- Conducts job analysis
- Creates or restructures job with employer to make a job match
- Arranges a meeting with the employer and job seeker to make the match

工作发展

- Provides on the job site training and support full time once the person is hired
- Models social interactions with staff for job seeker to promote work relations
- Collects data to determine when to fade instruction and job coaching

在职培训及支持

- Provides off the job support as needed to help problem solve case management issues
- May include public transportation bus, social security office, alarm clock

案例管理

- Provides ongoing long term follow up
- Stays in touch with employee and employer
- If needed, provides additional on the job site training and support

长期跟进

As part of SE model

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State Funded Vocational Rehabilitation Service Model

- Rehab Act of 1973 provides Federal grants to States to operate comprehensive programs of Vocational Rehabilitation
- Core resource for persons with vocational rehab goals
- Employs vocational rehab counselors who provide an array of services and supports

Services and Supports

- Assessment (Devp. of IPE)
- Vocational counseling
- Guidance and referral to needed services
- Voc training including on the job training
- Personal assistance services
- Rehab technology
- Job placement
- Supported employment
State Funded Vocational Rehabilitation

Services follow four approaches.

- **Minimal Intervention**
  - Info labor mrkts
  - Employ leads
  - Interview skills
  - Not effective W/ sig cog issues

- **Education & Preparation**
  - Job search
  - Job SS class
  - Not effective
  - Sig cog issues

- **Advocacy Level Services**
  - Appvd. only
  - For severe dis.
  - Specialized svc
  - Appvd. In the State plan (state Supported employ Program)

- **Workplace Supports**
  - Cog issues W/ Social/behavior
  - More on-site svcs
  - Comp strategies
  - Environ. mods

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State Funded VR Services

This approach is for individuals with cognitive difficulties that may also demonstrate social or behavior problems.

The focus of this approach includes:

- Assessment for the development of an individualized written rehabilitation program
- Development of and placement in jobs for individuals with the most severe disabilities
  - Intensive on the job skills training
  - Other training provided by skilled job trainers
- Follow up services, including regular contact with employers, trainees with the most severe disabilities
- Discrete post-employment services
Work Supports to Enhance Learning and Performance

Remembering

- Use compensatory memory strategies

Attention and concentration

- Create or use environmental supports to reduce workplace distractions
- Use prompts to start and complete task

Executive functioning

Socially inappropriate behavior

- Frequent and regular feedback, modeling
Practical Strategies to Enhance Outcomes

Work toward forming a coordinated system of care and community re-entry, if one does not already exist, and be sure referrals to VR (if applicable) are timely

- Communication and support to the employer is an integral part of the return to work effort
- Professionals should try to agree on how to implement best practices like supported employment with some degree of consistency in order to allow research to move forward

Request and obtain neuropsychological evaluations and vocational assessments that are functional and vocationally relevant

- Formulate meaningful questions to ask neuropsychologists
- Find a neuropsychologist that is in tune with best practices in return to work
- Evaluations should happen outside the office setting and include situational assessments

- Caution: Traditional VR evaluations may not accurately estimate the abilities of someone with severe TBI and should be used with caution
Practical Strategies to Enhance Outcomes

- Coordinated system of care and community re-entry
- Neuropsychological evaluations and vocational assessments
- Individualized services to meet complexities of individual situation
- **One-time vocational service is often inadequate**
- Supported employment requires funding for long-term follow-up
- Providing vocational support to persons with TBI is often complex and multifaceted
Q & A
Thank You!

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