

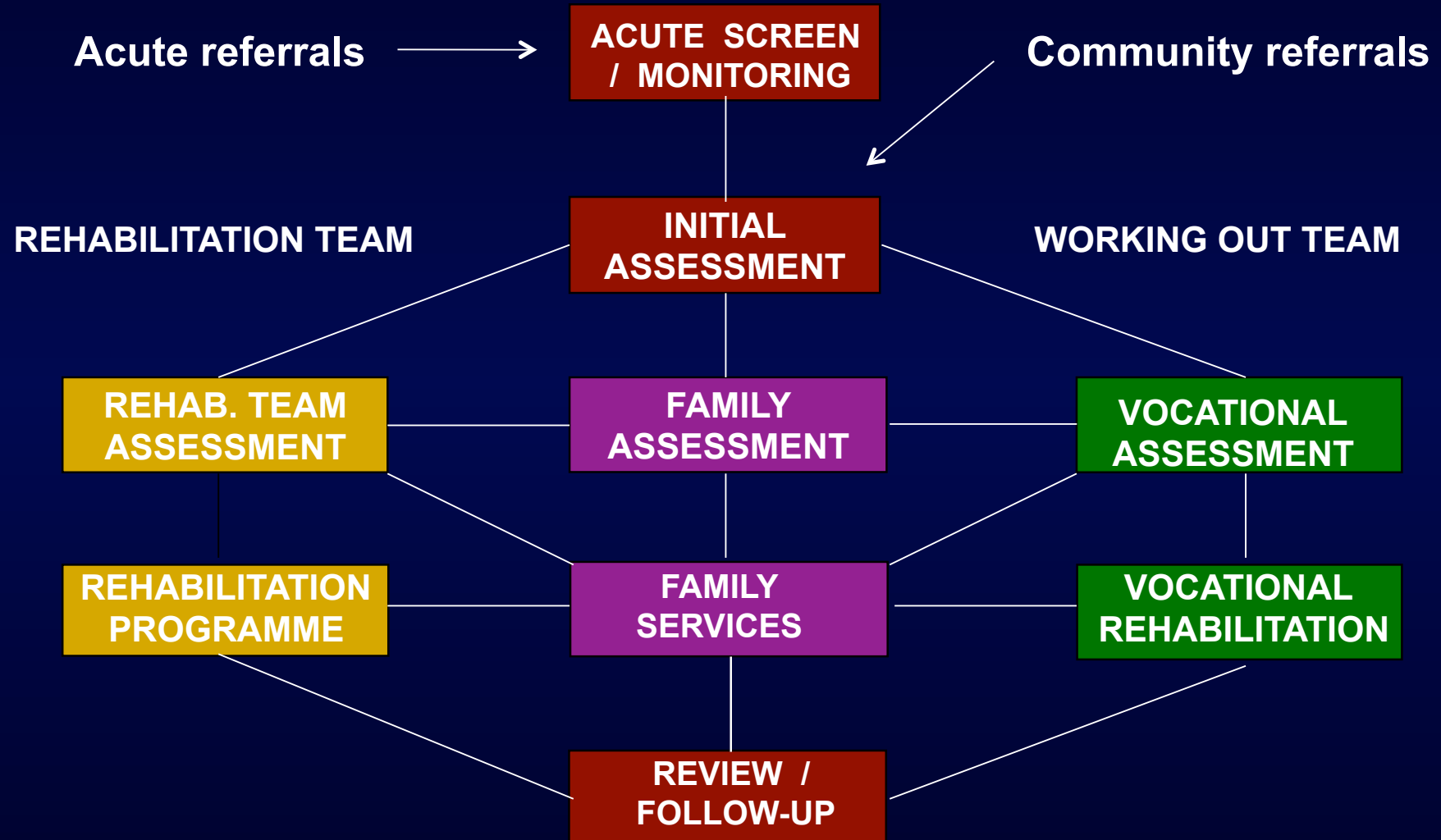
# Working Out: brain injury vocational rehabilitation programme

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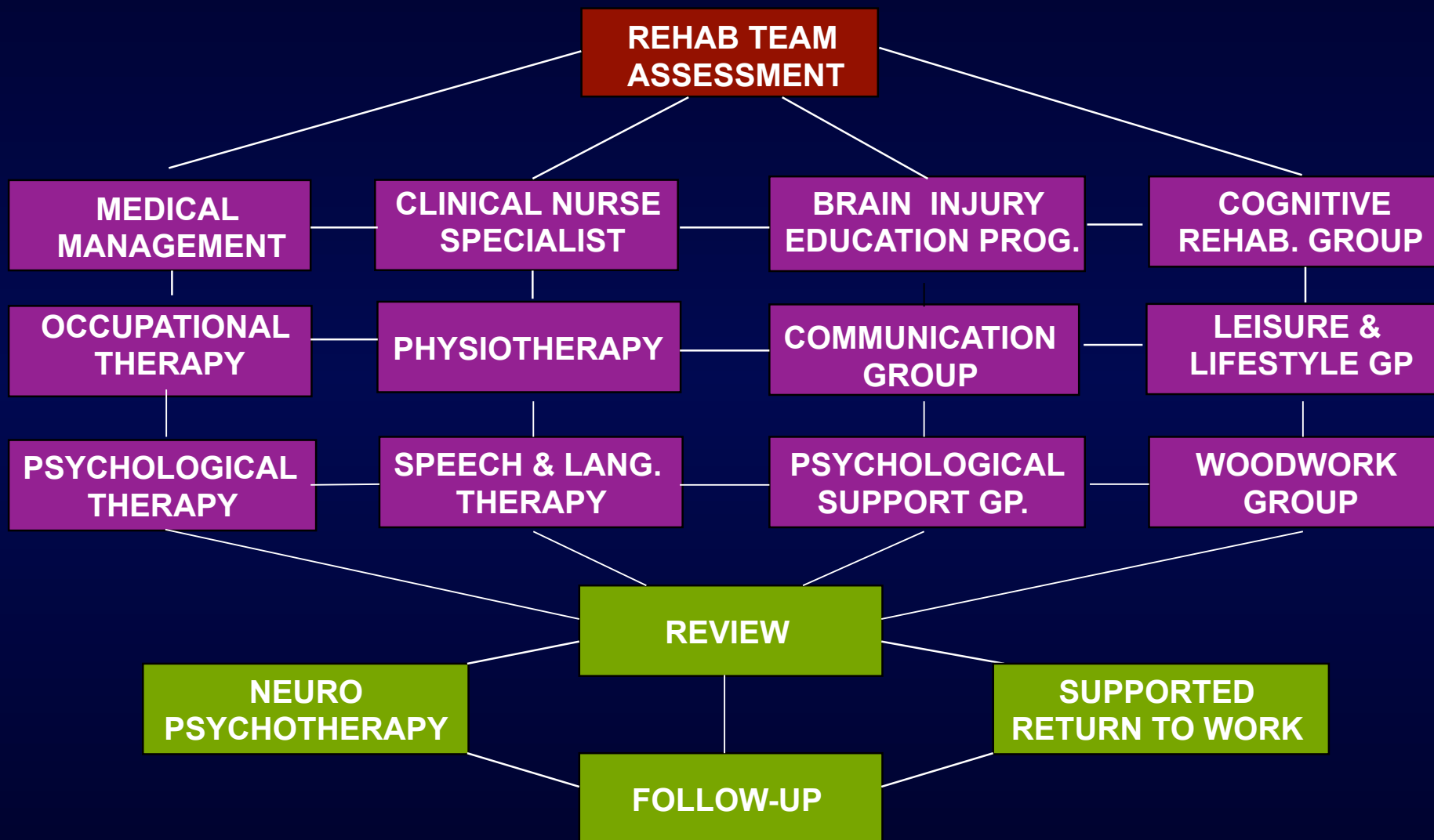
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# Community Head Injury Service, Aylesbury



# CHIS Core Rehabilitation Programmes

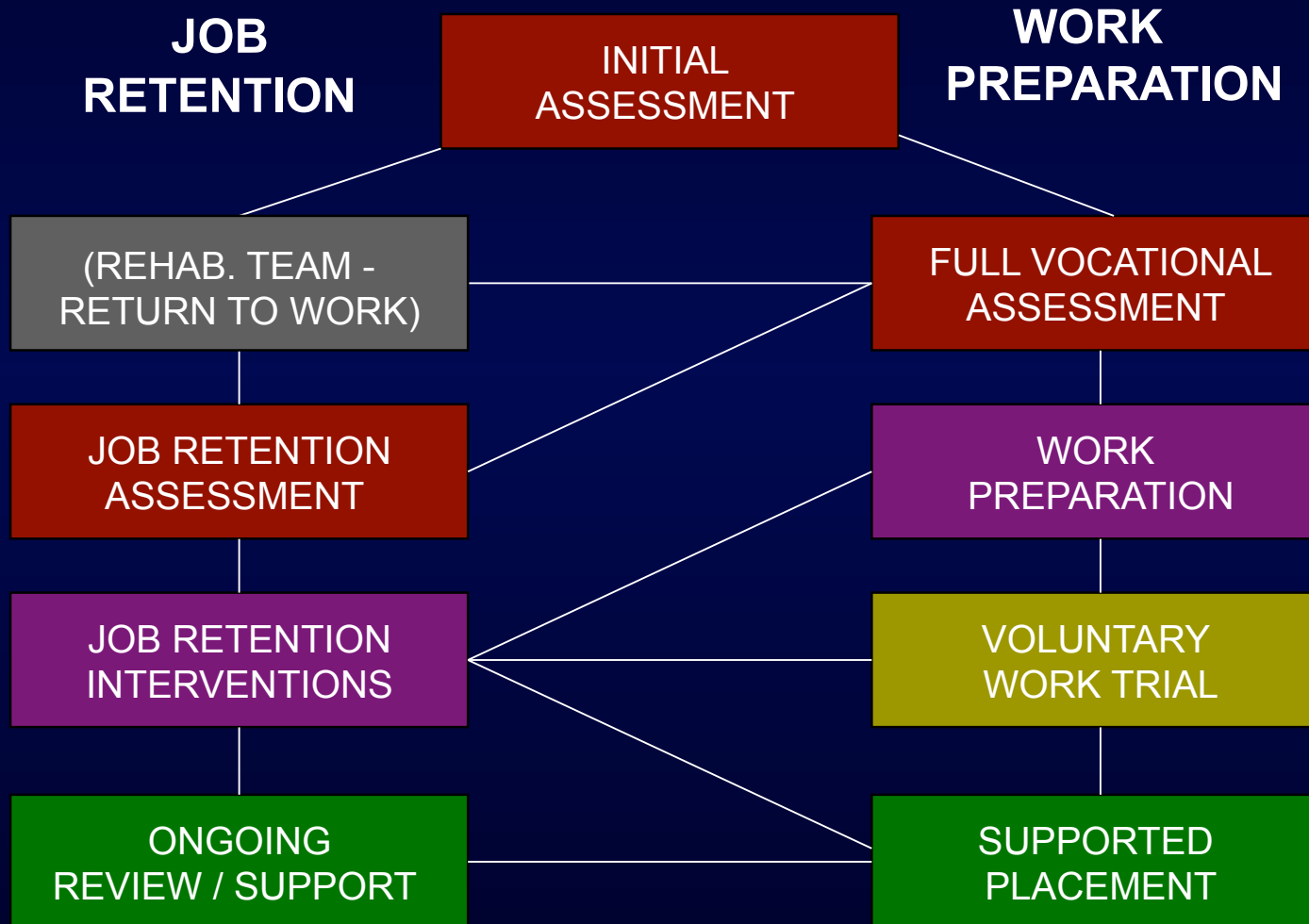


## Working Out Programme - Aims

- To assess vocational impact, needs and potential.
- To provide specialist rehabilitation programmes to enhance vocational potential.
- To set up and evaluate voluntary work trials to prepare persons for a return to productive occupation.
- To find, set up and support suitable long-term work placements.
- To provide specialist job retention interventions for people in work, education or training.

# Working Out Programme (2010)

Community Head Injury Service, Aylesbury



# Working Out - Job retention – assessment

## Evaluation of the job

- Job profiling – person (job description / person specification)
- Worksite visit with supervisor/manager and/or
- Consultation with other employers / careers / trainers etc.

## Evaluation of the person in the job

- Perceptions of person & relative
- Review of performance against duties in job description
- Feedback from work supervisor/manager & colleagues
- Direct observation / co-working (performance/behaviour)
- Formal assessments (tests and/or practical)

# WO - Job retention – key interventions

- General support + advice on other support (legal, Union etc.)
- Feedback to person (& relative) / identification of key issues
- Problem solving with client on potential work adjustments
- Feedback to employer (+ HR) & recommend adjustments eg:
  - Changes to hours and/or work duties / practices
  - Aids, adaptations & management / coping strategies
  - Training / supervision / support (e.g. colleague / mentor)
  - Education / support of supervisors, managers & colleagues
- If agreed: assist implementation work adjustments / strategies
- Ongoing guidance, monitoring & support
- Review with person (& relative), supervisor/manager + HR

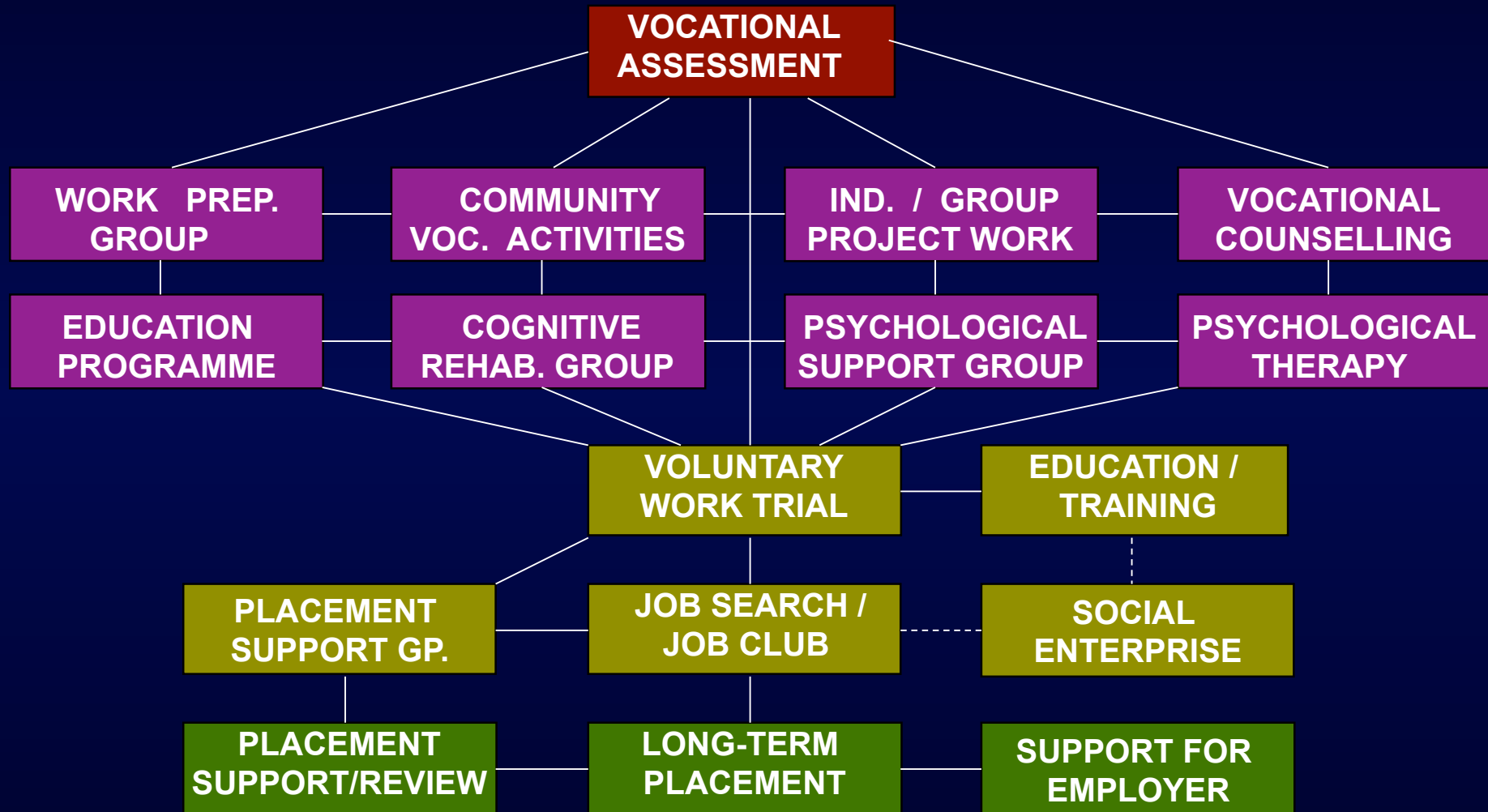
# Working Out: Vocational assessment 1

- Initial assessment (client & relative)
  - Personal, family, social & work history
  - Clinical history & rehabilitation
  - Current problems (self & relative)
  - Self-concept, anxiety / depression
- Formal assessments
  - Neuropsychological Assessment
  - Occupational Therapy Assessment
  - Other assessment (i.e. medical, physiotherapy & speech & language), as required

## Working Out: vocational assessment 2

- Practical assessments
  - Worksite observation / feedback - employers
  - Feedback from previous jobs / placements
  - Work preparation group
  - Community vocational rehabilitation activities
  - Individual project work and/or
- Vocational rating scales (self & staff):
  - Functional Assessment Inventory
  - Work Personality Profile
- Vocational guidance assessment

# CHIS Working Out Programme (2010)



## Work Preparation Group – Aims

- To help people to re-evaluate their strengths and weaknesses after brain injury.
- To consider the implications of brain injury for re-employment (and re-training).
- To explore issues relating to brain injury and interpersonal skills in the workplace.

# Vocational rehabilitation activities

- Group activities with voluntary agencies  
(e.g. Workaid, Waddesdon Manor)
- Individual projects in the workplace

## Objectives:

- To facilitate further recovery and adjustment
- To develop and evaluate coping strategies for work
- To assess work potential.
- To promote more accurate self-appraisal.
- To foster positive work attitudes and behaviours.

# Vocational counselling

- Help clients to develop a clear understanding of:
  - vocational interests, aptitudes and resources
  - vocational limitations arising from brain injury
  - current vocational opportunities and prospects
- Explore realistic future vocational direction:
  - careers guidance
  - job matching
  - discussing voluntary work trials (and job tasters)

# Brain injury education programme

(15 X 2 hr. sessions)

- To increase awareness and understanding of nature and effects of traumatic and other forms of acquired brain injury:
  1. Brain function/ brain injury
  2. Physical disability
  3. Sensory deficits
  4. Cognitive difficulties – general
  5. Cognitive – executive
  6. Communication difficulties
  7. Behavioural difficulties
  8. Emotional difficulties
  9. Personal adjustment
  10. Vocational adjustment
  - 11 Leisure & social difficulties
  12. Family adjustment
  - 13/14 Videotape case examples
  15. Brain injury services

# Cognitive rehabilitation group

(10 X weekly 2 hr. sessions)

- To educate clients about their cognitive difficulties and how to manage them:
  - attention, memory, executive skills, communication
- To provide a supportive environment in which clients can:
  - share coping strategies
  - practice and improve group communication skills
- To highlight long-term rehabilitation needs

# Psychological support group

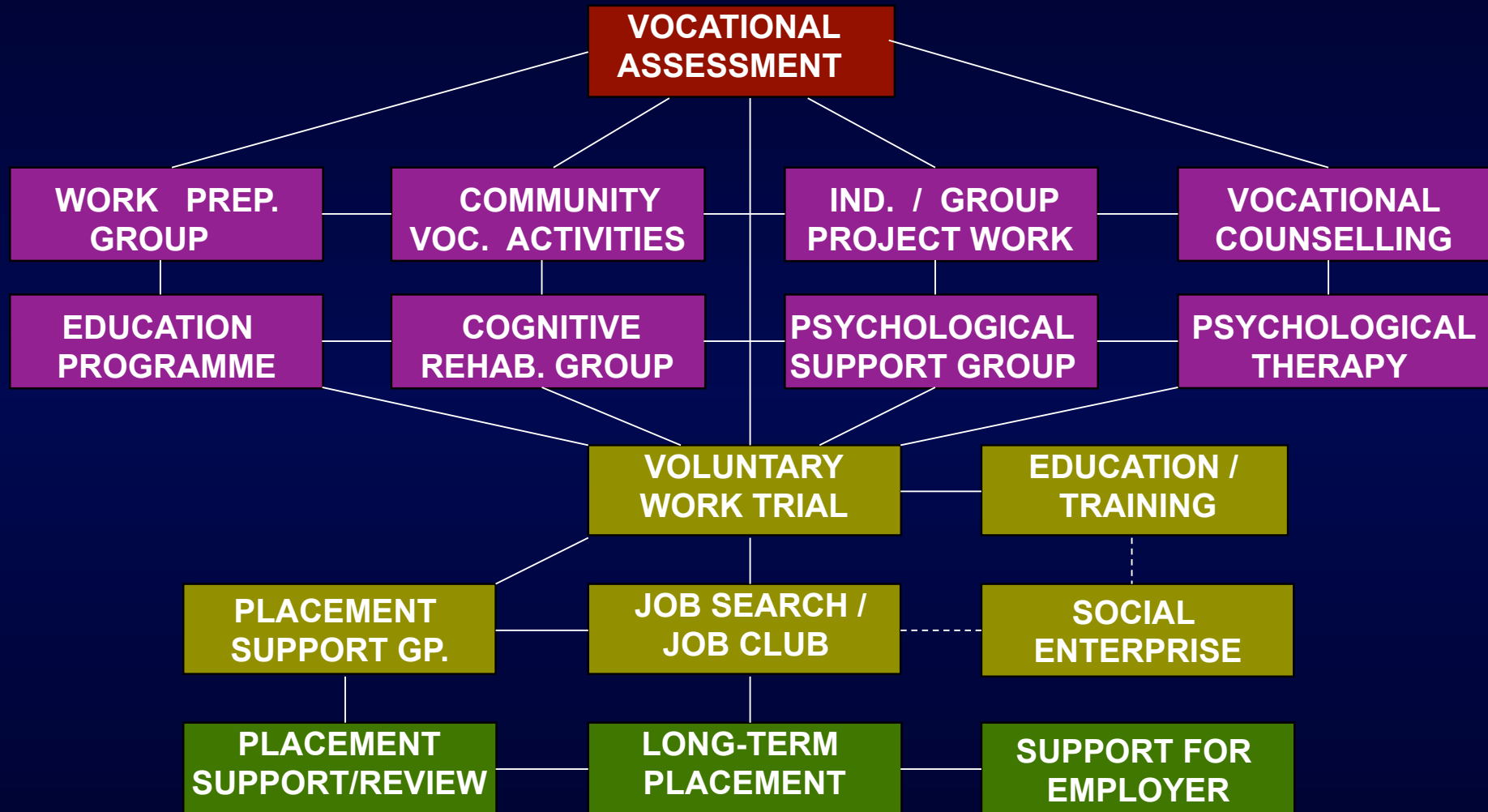
(One hour weekly for 6 months)

- To provide a contained weekly space for clients to work together to support their adjustment, coping and social relationships post-injury
- For group members to draw on relationships with others with the input of the facilitators to increase awareness of difficulties and interpersonal patterns

# Psychological therapy

- Neuropsychological counselling : e.g.
  - Education, advice & support
  - Awareness, understanding & coping strategies
- Specific psychological treatment : e.g.
  - Anxiety, anger or pain management
  - Managing mood & behaviour difficulties
- Neuropsychotherapy : e.g.
  - Exploring/reconciling changes in self & life
  - Re-constructing 'new' self & plans post-injury

# CHIS Working Out Programme (2010)



# Voluntary Work Trials

## Provide:

- Independent assessment of work potential.
- Identification of difficulties in workplace.
- Development/evaluation of coping strategies
- Re-establishment of work routine / behaviours.
- Graded increase in work stamina / tolerance.
- Supervised re-building of confidence.
- Independent reference for job applications.

## Placement Support Group - Aims

- To provide a personnel / welfare function for clients in work trials / supported placements.
- To help clients to understand and cope with the complexities of world of work after brain injury.
- To facilitate adjustments required to maximise and maintain work trials and supported placements.

## Supported Placement

- Job search and application (+ job club)
- Job selection, set up and induction
- Education for employers / employees
- Monitoring – client / family / employer
- Coping strategies in the workplace
- Work adjustments – duties / hours
- Placement support group
- Individual off-site support / therapy
- Formal reviews and trouble-shooting
- Long-term follow-up

## Working Out Programme Outcomes (Sept. 2010)

<b>Voc. Rehab. Outcomes</b>	<b>(n=132)</b>	<b>Cum %</b>
<b>Full-time employment</b>	<b>29 %</b>	
<b>Part-time employment</b>	<b>23 %</b>	
<b>Supported employment</b>	<b>3 %</b>	
<b>Vocational training</b>	<b>5 %</b>	<b>60 %</b>
<b>Permitted work</b>	<b>10 %</b>	
<b>Voluntary work</b>	<b>10 %</b>	
<b>Adult education</b>	<b>2 %</b>	
<b>Housewife / carer</b>	<b>1 %</b>	<b>83 %</b>
<b>Further rehabilitation</b>	<b>7 %</b>	
<b>Disengaged</b>	<b>8 %</b>	
<b>No occupation</b>	<b>2 %</b>	<b>100 %</b>

## Working Out Project - TBI outcomes (2000)

(severe TBI - median PTA 42 days / median duration 41 mons.)

	<b>Discharge (n=40)</b>	<b>1 yr. F/U (n=39)</b>	<b>2 yr. F/U (n=36)</b>
<b>Employment / Training</b>	<b>50 %</b>	<b>51 %</b>	<b>50 %</b>
<b>Therapeutic / voluntary work</b>	<b>35 %</b>	<b>28 %</b>	<b>25 %</b>
<b>Adult education / rehabilitation</b>	<b>12.5 %</b>	<b>15 %</b>	<b>14 %</b>
<b>Unoccupied</b>	<b>2.5 %</b>	<b>5 %</b>	<b>11 %</b>

## C: Feedback – rehabilitation 1

“I think it very much heightens your awareness of what you should and should not get involved in.....the Working Out programme makes you aware of the sorts of work that you are going to have problems with so you can flag that up straight away .... the awareness of what you can and can't do empowers you in a way because .... when you do take on a job, you are pretty certain that's the one you are going to be successful with.....”

## C: Feedback – rehabilitation 2

“ It’s a dual thing though because, whilst the Working Out programme makes me aware and gives ways of getting around the problems (like diarising things, making notes and such and looking at different ways of doing tasks), it also allows you to talk to the people who are working around you and say, ‘Look, these are the problems that may crop up, these are the things I may do when I’m working, look out for them’. And if you have got the right kind of people around with you they start to work with you, so you are not just helping yourself they are helping you as well.....”

## C: Feedback – rehabilitation 3

“ After a while I remember somebody saying ‘Since you have been here a while, I think you’re getting better’. You know you’re not getting better, it’s just the situation is getting better. The thing is they don’t realise that they are slotting into you ...it’s like a jigsaw ... it’s their half that fits in with your half as much as the other way round....before it was just a game of catch-up where you were just struggling to keep up with things but now.....you can set things up so that they work for you rather than you run around trying to make them work”.

## Working Out Programme + example – further information

Tyerman A, Tyerman R & Viney P (2008)

Vocational rehabilitation programmes

In A Tyerman & NS King (eds.).

Psychological Approaches to Rehabilitation after  
Traumatic Brain Injury: Oxford: BPS Blackwell.

and/or

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