

ABSTRACT

A SYSTEMS APPROACH TO PLACEMENT: A CULTURALLY SENSITIVE MODEL FOR PEOPLE WITH DISABILITIES

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Learning Objectives

The participants will be able to:

1. learn a novel holistic approach to placement designed to address the challenges encountered by consumers with disabilities and personnel in placement.
2. distinguish the relative efficacy of A Systems Approach to Placement (SAP) over the traditional placement models, Client Centered Approach, Selective Approach, Supported Employment, Project with Industries, Self-Employment, and Supply vs. Demand Side Placement.
3. assess knowledge, skills, and competencies required of a student, job coach, rehabilitation counselor, and placement specialist by utilizing SAP: Self- Assessment for Students and Counselors (SAP: SASC).
4. identify multiple consumers' need in a systematic manner at intake to develop a functional Individualized Plan of Employment (IPE) and evaluate outcome at the end of the placement process by utilizing SAP: Intake Assessment and Outcome Evaluation (SAP: IAOE).
5. understand the complexity of human, organizational, environmental, and cultural interaction impacting the placement process.
6. adopt SAP for clientele, agencies, facilities, and to meet local needs.

Abstract

To enhance job placement of people with disabilities (PWD), the search for new theories, models, and techniques continues. The Systems Approach to Placement (SAP) model builds on the human-environmental-organizational-cultural dynamism of job placement for PWD. The model incorporates 8 sub-systems to describe the process of placement: Client, Health, Education, Family, Social, Employer, Placement Personnel, and Funding. This presentation will describe a systems theory as applied to the placement of PWD and gives credence to two diagnostic and therapeutic instruments:

A. SAP: Self-Assessment for Students and Counselors (SAP: SASC)

B. SAP: Intake Assessment and Outcome Evaluation (SAP: IAOE)

The internal consistency (Cronbach's Alpha) of SAP: SASC varied from 0.897 to 0.958 (N=275 Rehabilitation Counselors). An exploratory factor analysis was computed to identify the underlying dimensions of 80 items SAP-SASC. It revealed a six factor solution with 70 items. The

SAP: SASC allows rehabilitation students, job coaches, rehabilitation counselors, placement specialists and other practicing professionals to assess their skills, knowledge and competencies; and offers guidance for further education and training.

SAP-IAOE was utilized to collect data from successful and unsuccessful closed cases of 635 vocational rehabilitation (VR) consumers of culturally diverse backgrounds (Caucasian Americans, African Americans, American Indians, and Asian and Pacific Islanders) from 7 state and tribal VR agencies. Multiple logistic regression, MANOVA, and ANOVA were utilized to analyze the data. Data revealed that vocational rehabilitation consumers with visual impairment had better chance of securing gainful employment than those with physical and mental impairments and substance abuse disorder. Additionally, better mental health was positively related to earning of higher income at successful vocational rehabilitation case closure. Though race has been proved to be a predictor of employment outcome for vocational rehabilitation consumers, the use of SAP: IAOE enabled rehabilitation counselors to obtain equitable employment outcome for all races.

The SAP: IAOE has the capability to allow service providers to assess holistic needs of the consumers at the beginning of the rehabilitation process, develop a realistic rehabilitation plan, guide the service delivery process, and evaluate the outcome. If followed appropriately, SAP: IAOE minimizes the probability of making errors in the rehabilitation plan development and service delivery; and maximizes the probability of long-term employment outcome. The SAP and its reliable model instruments can be used by Case Managers, Physical Therapists, Occupational Therapists, Job Coaches, Rehabilitation Counselors, Placement Specialists, Disability Managers, and other practicing professionals, as a way of providing quality services and obtaining quality employment outcomes for PWD.

Note: This is an interactive workshop, each participant must have a simple calculator to complete SAP: SASC at the beginning of the presentation.

1. This presentation addresses:
 - A. Article 27: Work and Employment of the UN Convention on the Rights of People with Disabilities (UNCRPD),
 - B. International Labor Organization (ILO) Convention No. 159: Vocational Rehabilitation and Employment, and
 - C. World Health Organization International Classification of Functioning (ICF), Disability and Health.
2. Received Research Award of the Job Placement Division of the National Rehabilitation Association, USA in 2006 and 2012.
3. This research was supported by the Rehabilitation Research Institute for Underrepresented Populations (RRIUP) at Southern University and funded by the National Institute on Disability and Rehabilitation Research (NIDRR), U. S. Department of Education.
4. The instruments have been translated in Arabic, Chinese, French, Japanese, Portuguese, Russian, and Spanish. A book chapter is available in French and Spanish.

