



# Research Summary

## *Preliminary Report: Social-Cognitive Motivational Interviewing Competency Ratings prepared for the Minnesota Division of Vocational Rehabilitation*

The RRTC-EBP VR provided technical assistance and training to the Minnesota Division of Vocational Rehabilitation related to the provision of motivational interviewing (MI) to DVR consumers. The purpose of this study was to explore the effect of MI training on perceived counselor competencies in the areas of self-efficacy, benefits, barriers, stages of change/action, and working alliance. Ratings were analyzed between beginner, intermediate, and advanced training groups.

### Results

Both the intermediate and advanced training groups had ratings higher than the beginner groups in perceived efficacy, perceived benefits, and stages of change/action. They also scored lower on perceived barriers than the beginner group. However, all training level groups score similarly in their self-reported working alliance ratings, suggesting receiving MI training at any level would lead to relatively high levels of working alliance.

### Social-Cognitive MI Competency Ratings

**Table 1**

*Means and Standard Deviations by Motivational Interviewing Training Level Groups*

<b>MI Variable</b>	<b>Beginner (n = 31) M (SD)</b>	<b>Intermediate (n = 22) M (SD)</b>	<b>Advanced (n =28) M (SD)</b>
Perceived Self-Efficacy	6.35 (1.46)	7.24 (1.06)	7.37 (1.24)
Perceived Benefits	5.85 (1.76)	6.48 (1.35)	7.37 (1.23)
Perceived Barriers	2.58 (1.59)	2.13 (1.62)	1.28 (1.18)
Stages of Change/Action	5.70 (1.80)	6.47 (1.36)	7.23 (1.23)
Working Alliance	5.56 (0.58)	5.58 (0.51)	5.55 (0.44)

*Note.* Perceived Self-Efficacy, Perceived Benefits, Perceived Barriers, and Stages of Change/Action are rated on a 10-point Likert type rating scale. Working alliance was rated on a 7-point Likert rating scale.

## RSA911 FY2013 Analysis

The RSA911 FY2013 MN data have 7924 closure records. There are 803 records without associated counselor codes.

### 1. Rehabilitation rate (ratio of 26s to 28s)

<b>MI Group</b>	<b>Employed (n=2508) Frequency (%)</b>	<b>Not Employed (n=1617) Frequency (%)</b>
No training	396 (59.4%)	271 (40.6%)
Introduction	710 (61.6%)	442 (38.4%)
Refresher	330 (59.5%)	225 (40.5%)
Coaching	598 (60.5%)	390 (39.5%)
Proficiency	474 (62.1%)	289 (37.9%)

### 2. Number exiting without an IPE

<b>MI Group</b>	<b>Signed IPE (n=4539) Frequency (%)</b>	<b>Existing Without An IPE (n=1916) Frequency (%)</b>
No training	734 (70.5%)	307 (29.5%)
Introduction	1275 (67.6%)	612 (32.4%)
Refresher	612 (68.8%)	278 (31.2%)
Coaching	1075 (74.4%)	370 (25.6%)
Proficiency	843 (70.7%)	349 (29.3%)

### 3. Length of time in plan development (Status 10) (There is no variable on time in Status 10. I only have information to compute time between acceptance for service and the time an IPE was signed.)

<b>MI Training Group</b>	<b>Time (month)</b>	
	<i>Mean</i>	<i>Standard Deviation</i>
No training	3.26	3.93
Introduction	3.78	4.31
Refresher	3.26	4.34
Coaching	3.95	5.10
Proficiency	3.60	6.30

4. Effect on earnings (wage and hours worked per week)

MI Training Group	Earnings Per Week	
	Mean	Standard Deviation
No training	336.23	219.37
Introduction	334.25	241.26
Refresher	320.48	230.30
Coaching	332.95	244.69
Proficiency	314.32	225.82

MI Training Group	Hours Worked Per Week	
	Mean	Standard Deviation
No training	29.58	10.23
Introduction	29.31	10.76
Refresher	27.68	10.24
Coaching	28.60	10.88
Proficiency	28.17	10.27

5. Effect on public support benefits (Percent of consumers receiving SSI/SSDI at successful closure [Status 26])

MI Group	Not Receiving SSI/SSDI (n=1790) Frequency (%)	Receiving SSI/SSDI (n=718) Frequency (%)
No training	295 (74.5%)	101 (25.5%)
Introduction	528 (74.4%)	182 (25.6%)
Refresher	245 (74.2%)	85 (25.8%)
Coaching	412 (68.9%)	186 (31.1%)
Proficiency	310 (65.4%)	164 (34.6%)

6. Propensity to provide VR counseling and guidance services

MI Group	No Counseling (n=220) Frequency (%)	Counseling (n=3905) Frequency (%)
No training	73 (10.9%)	594 (89.1%)
Introduction	50 (4.3%)	1102 (95.7%)
Refresher	18 (3.2%)	537 (96.8%)
Coaching	32 (3.2%)	956 (96.8%)
Proficiency	47 (6.2%)	716 (93.8%)

## 7. Failure to cooperate closures

<b>MI Group</b>	<b>Other Reason (n=5908) Frequency (%)</b>	<b>Failure to Cooperate (n=547) Frequency (%)</b>
No training	934 (89.7%)	107 (10.3%)
Introduction	1705 (90.4%)	182 (9.6%)
Refresher	831 (93.4%)	59 (6.6%)
Coaching	1355 (93.8%)	90 (6.2%)
Proficiency	1083 (90.9%)	109 (9.1%)

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