Employment for People with Challenging Needs

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Objectives

- Learn about methods to facilitate attitude change.
- Understanding employment as a triad model.
- Focusing on success and not setbacks.
Three Methods

- Motivational Interviewing
- Cognitive Behavioral Therapy
- Certified Peer Specialist
Individuals with Intellectual/Developmental Disabilities (IDD) are just as susceptible to Serious Mental Illness (SMI) as the general population.

11 to 27% of individuals with IDD have anger management issues. Clinically, higher rates are reported.

People with intellectual disability often have unmet physical and interpersonal needs. These life experiences can lead to personal distress, manifested as anger.

Psychotherapy and mental health supports can work for those with ID to help them redirect how they handle and express their frustrations.
The Motivational Interviewing method originated in the field of alcohol abuse therapy (Miller & Rollnik 1991) but has now spread far and wide into all areas where change is desired.

Is a collaborative conversation that can help to strengthen the motivation and commitment to change a behavior for that individual.

In MI, a practitioner responds to the person they support in ways that enhances the person’s internal motivation for change.
In working with people with disabilities, the conversation can be about many things.

The facilitator uses open ended questions to gain information from the individual that he/she may not otherwise share.

Conversation might include:

- deciding whether or not to take a medication as prescribed,
- whether or not to do more exercise,
- change a diet,
- or learn relaxation skills to manage anxiety.
Motivational Interviewing (continued)

- It is a gentle, non-confrontational, positive, collaborative method for working with clients that acknowledges and brings to the fore the fact that they are the best experts on themselves.

- So rather than sessions being something that is ‘done to’ individuals, it is something that he/she is central in shaping, and it starts very much from where the person is in terms of readiness to change.
Cognitive Behavioral Therapy (CBT)

- Is a form of psychotherapy that emphasizes the important role of thinking in how we feel and what we do.
- CBT is based on the cognitive model of emotional response.
- CBT is brief and time-limited.
- A sound therapeutic relationship is necessary for effective therapy, but not the focus.
- CBT is a collaborative effort between the therapist and the client.
Cognitive Model Of Emotional Response

- **Situation**: something happens
- **Thought**: the situation is interpreted
- **Emotion**: a feeling occurs as a result of the thought
- **Behavior**: an action in response to the emotion
Studies have been conducted in England and Australia over the past few decades.

Hatton (2002) reviewed psychosocial interventions for adults with intellectual disabilities and a range of mental health problems. A number of studies reviewed involved CBT interventions.

Lindsay (1999) showed that although the procedures need to be adapted and simplified, people with intellectual disabilities and a variety of mental health problems can benefit from interventions that retain all the key elements of cognitive therapy.
CBT Stages of Change

Precontemplation
No intention of changing behavior

Contemplation
Aware a problem exists. No commitment to action

Preparation
Intent upon taking action

Action
Active modification of behavior

Maintenance
Sustained change - new behavior replaces old

Relapse
Fall back into old patterns of behavior

Upward Spiral: Learn from each relapse
Certified Peer Specialist (CPS)

- The Peer Specialist is someone who has a shared lived experience.
- The principle concept is someone with mental illness becomes the peer and helps another in his/her recovery process. (walk in their shoes)
- Pennsylvania started trainings in 2005 and now has 4,600 CPS statewide. PA OVR pays for the trainings as once trained it becomes a career path.
- Pennsylvania has developed a modified curriculum to allow individuals with ID to be able to successfully participate in the training.
Evolution of the CPS training for IDD:

- 2010 PA had its first CPS students with Intellectual Disabilities successfully take the certification course.
- 2013 Philadelphia Coordinated Health Care (PCHC) developed the CPS course specific for individuals with IDD.
- 2016 PCHA received a grant from the PA Developmental Disabilities Council (PADDC) to develop a universal peer to assist individuals with any disability.
View the needs of the job seeker and the employer equally.

Professional to professional attitude.

Use of expertise to connect the dots.

- Collaboration
- Communicating
- Creating
This relationship must remain intact until the job is stable.
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References

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