



Education and Culture DG

Lifelong Learning Programme

Leonardo da Vinci

# Brain Injury Vocational Rehabilitation – Working Out Programme, Aylesbury, UK

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[www.leonardo.org.uk](http://www.leonardo.org.uk)

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Dr. Andy Tyerman

Consultant Clinical Neuropsychologist / Head of Service

[andy.tyerman@buckspt.nhs.uk](mailto:andy.tyerman@buckspt.nhs.uk)

Community Rehabilitation in Neurology Training Programme



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Presented educational materials were developed in 2008-2010 with support from European Union funds as a part of the Leonardo da Vinci project titled: Community Rehabilitation in Neurology Training Programme



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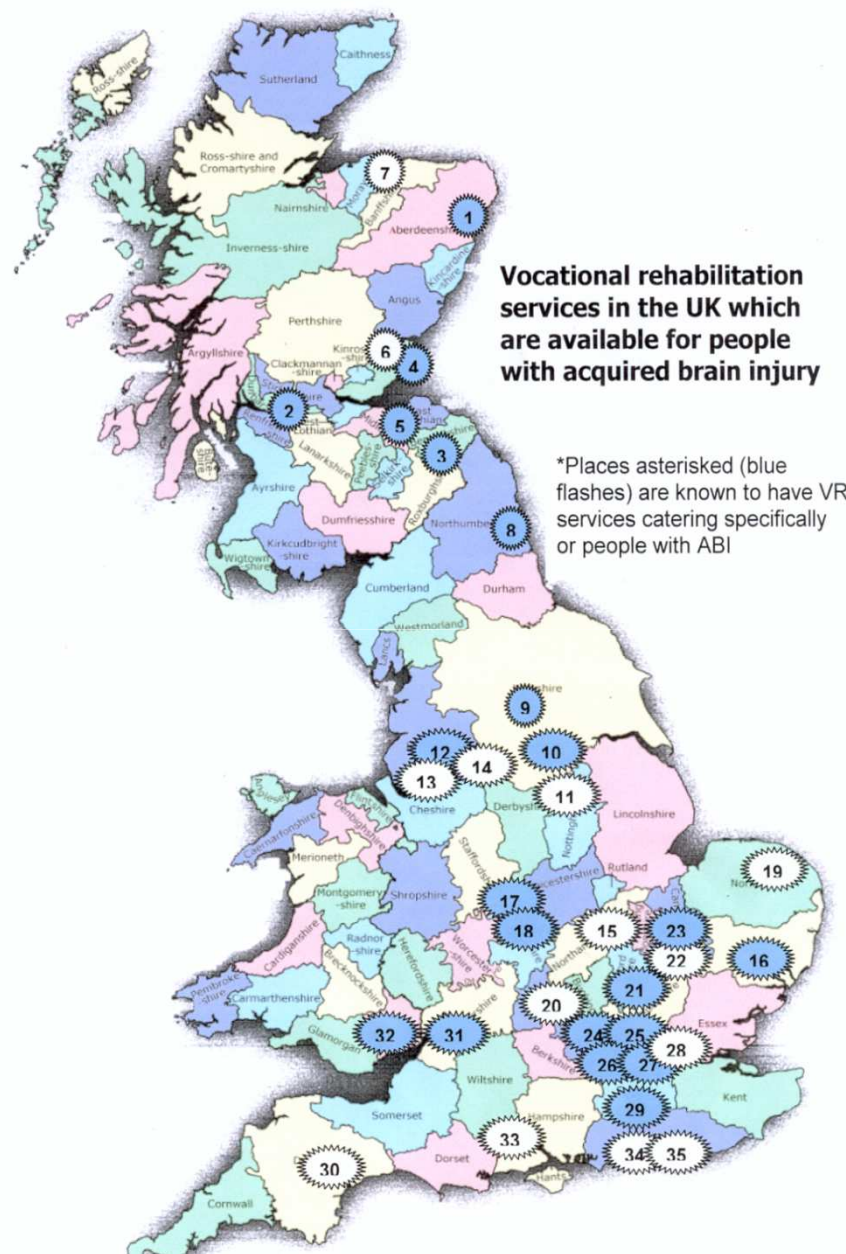
## Survey of Acquired Brain Injury (ABI) Vocational Rehabilitation in UK

- 62% of rehabilitation services reported that they address vocational issues as part of programme;
  - only 8 % provide specialist vocational rehabilitation
  - but 80 % refer clients on to vocational services.
- 36 such services for people with ABI identified:
  - ABI services which include a vocational element (7)
  - specialist ABI vocational rehabilitation services (14)
  - pan-disability vocational / educational programmes open to ABI (15)

(from Deshpande & Turner-Stokes, 2004)



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# National Service Framework for Long-term (Neurological) Conditions

## Quality Requirement 6. Vocational rehabilitation

People with long-term neurological conditions are to have access to appropriate vocational assessment, rehabilitation and ongoing support to enable them to find, regain or remain in work and access other occupational and educational opportunities.

(Department of Health, 2005; [www.dh.gov.uk/longtermnsf](http://www.dh.gov.uk/longtermnsf))





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## QR6 Markers of good practice

1. co-ordinated multi-agency vocational rehabilitation that takes account of national guidance/best practice
2. local rehabilitation services:
  - address vocational needs in review of integrated care plan and as part of any rehabilitation programme;
  - work with other agencies to provide:
    - basic vocational assessment
    - support and guidance on return to work
    - support and advice on withdrawing from work
  - refer complex needs to specialist vocational services....



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## QR6 Markers of good practice

3. specialist vocational services address complex needs
  - specialist vocational assessment and counselling
  - job retention interventions
  - vocational rehabilitation/work preparation programmes
  - alternative occupation or educational opportunities
  - advice to other services.
4. routine monitoring vocational outcomes (including the reasons for failure to remain in work)



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# Government funded Jobcentre Plus disability services

- Disability Employment Advisors
- Work Psychologists
- Key Government funded programmes e.g.:
  - Access to Work provision
  - Work Preparation (including specialist ABI programmes)
  - Job Introduction Scheme
  - WORKSTEP (supported employment programme)
  - Permitted work
- † Incapacity Benefit (and other) Personal Advisors
  - Pathways to Work Programmes





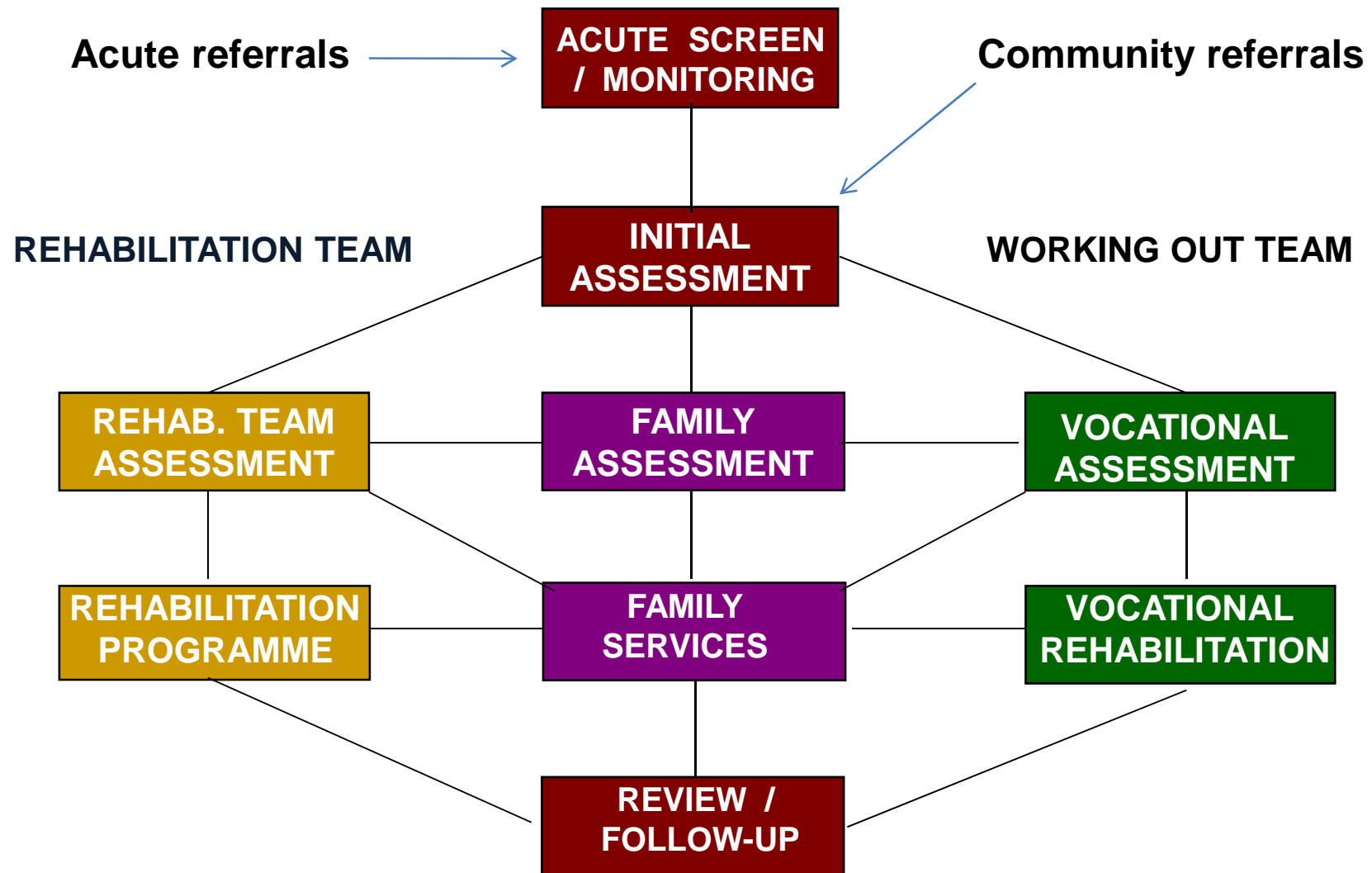
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## Jobcentre Plus: Specialist Brain Injury Work Preparation Providers

(13 programmes in 2003)

- England – 7 programmes:
  - Aylesbury, Banstead, Birmingham, London, Newcastle, Rochdale, Liverpool.
- Scotland – 5 programmes:
  - Aberdeen, Dundee, Edinburgh, Glasgow, Kirkaldy
- Wales - 1 programme:
  - Cardiff

# Community Head Injury Service, Aylesbury





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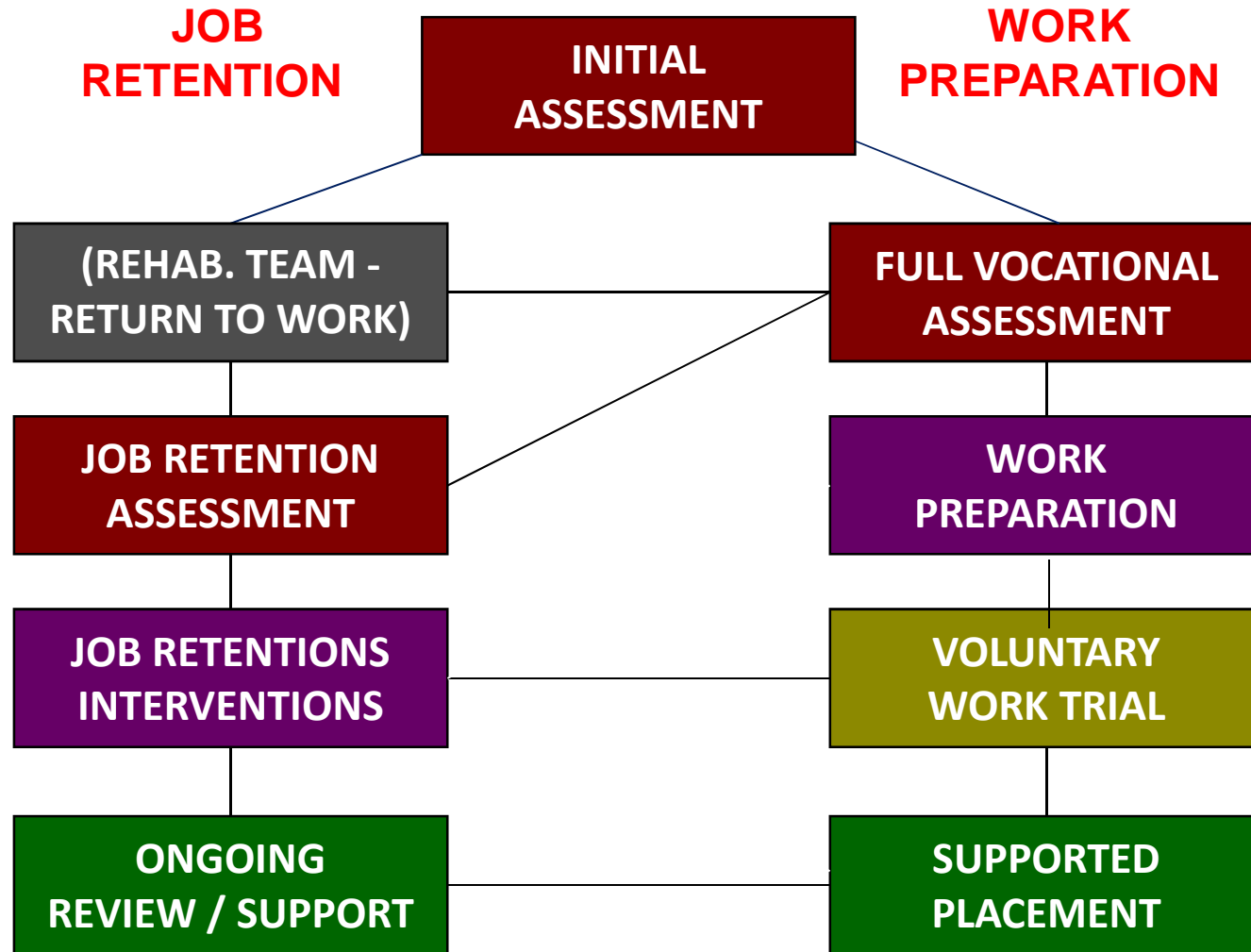
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# Working Out Programme Aims

- To assess vocational impact, needs and potential of persons with acquired brain injury (ABI).
- To provide specialist job retention interventions for persons with ABI in work, education or training.
- To provide specialist rehabilitation programmes to clarify and 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 for persons with ABI.

# Working Out Programme (2010)

## Community Head Injury Service, Aylesbury





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## Job retention – assessment

### Evaluation of the job:

- Job profiling –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 client and relative
- Review of performance against duties in job description
- Feedback from work supervisor/manager and colleagues
- Direct observation / co-working (performance/behaviour)
- Formal assessments (tests / practical)



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## Job retention – key interventions

- Feedback / discussion of potential work adjustments
- Advice on sources of support (legal, Union etc.)
- Feedback to employer and recommend adjustments e.g:
  - Changes to hours and/or work duties / practices
  - Aids, adaptations and management / coping strategies
  - Training / supervision / support (e.g. colleague / mentor)
  - Education/support of manager, supervisor and colleagues
- If agreed: assist implementation of work adjustments
- Ongoing guidance, monitoring & support + pro-active review





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# Working Out: Vocational assessment 1

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



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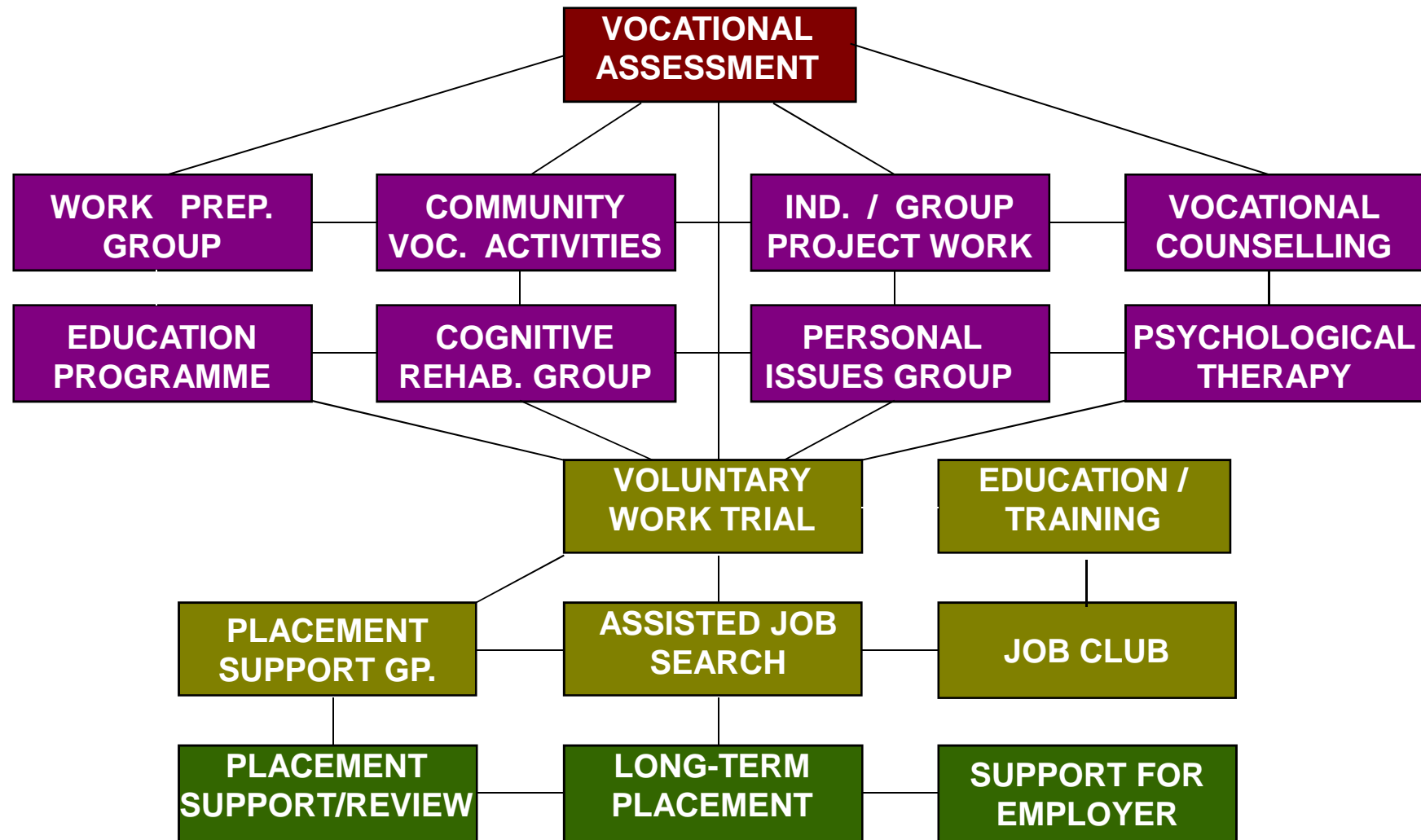
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## Working Out: vocational assessment 2

- **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 (e.g.):**
  - Functional Assessment Inventory
  - Work Personality Profile
- **Vocational guidance assessment**

# CHIS Working Out Programme





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## 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.



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# Vocational rehabilitation activities

- Group activities with voluntary agencies  
(e.g. Living Archive Project, 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.



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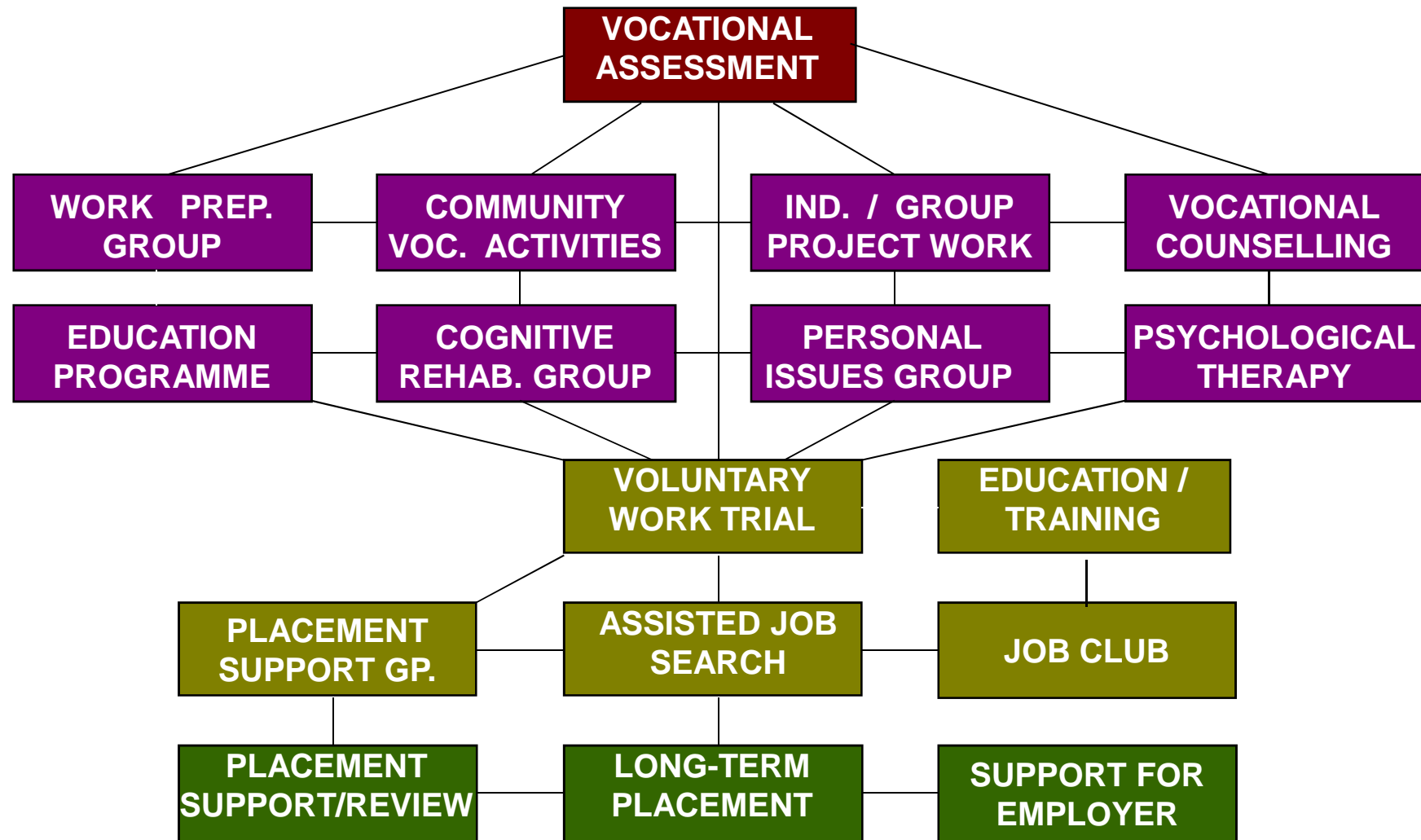
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# Vocational counselling

- 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)



# CHIS Working Out Programme





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# 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.



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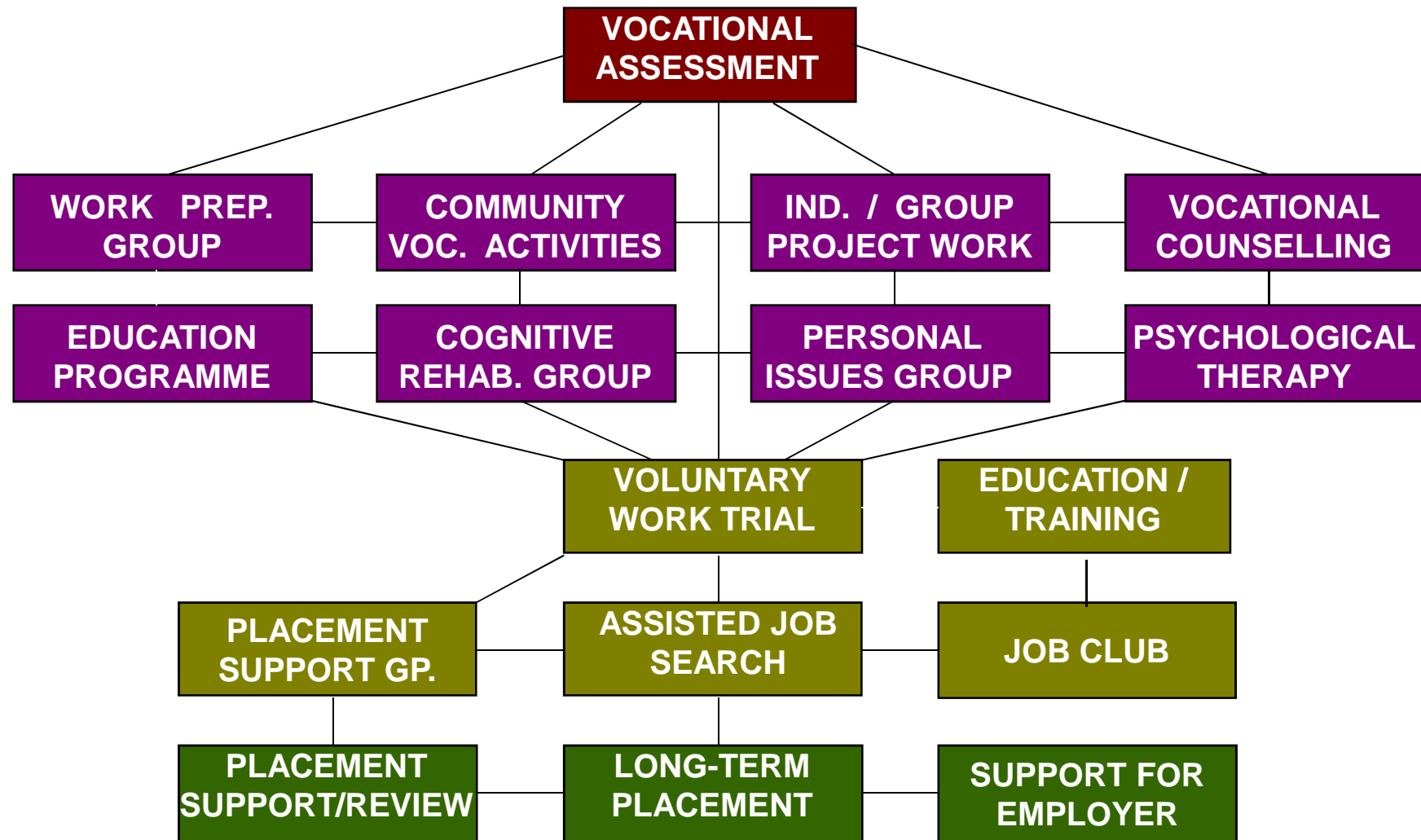
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## Placement Support Group - Aims

- 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.

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# 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

## WO - Voc. Rehab. Outcomes (Aug. 09)

<b>Voc. Rehab. Outcomes</b>	<b>(n=132)</b>	<b>%</b>
Full-time employment	28 %	61 %
Part-time employment	23 %	
Supported employment	3 %	
Vocational training	6 %	
Permitted work	9 %	23 %
Voluntary work	11 %	
Adult education	2 %	
Housewife	1 %	
Further rehabilitation	6 %	
Disengaged	8 %	
No occupation	2 %	16 %





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## Changes to Government provision

- Incapacity Benefit > Employment Support Allowance
  - Personal > Work Capability Assessment
  - work-focussed interviews
  - ? effectiveness of Pathways to Work Programmes
- Specialist disability employment provision (Work Preparation and Workstep Programmes > WORK CHOICE:
  - large regional generic disability providers
  - no direct funding for specialist vocational programmes
- Reports that new government may review current provision
- New guidelines on vocational assessment/rehabilitation for people with a neurological condition (BSRM/Jobcentre Plus)



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## UK TBI vocational rehabilitation references:

BSRM/Jobcentre Plus/RCP (2004). Vocational assessment and rehabilitation after acquired brain injury: inter-agency guidelines. (eds. Tyerman & Meehan). London: British Society Rehabilitation Medicine; Jobcentre Plus, Royal College of Physicians.

Tyerman A & King NS (eds.) (2008). Psychological Approaches to Rehabilitation after Traumatic Brain Injury: Oxford: BPS Blackwell:

14. Return to previous employment (Johnson & Stoten)
15. Vocational rehab. programmes (Tyerman, Tyerman & Viney)
16. Supported employment and job coaching (Carew & Collumb)