Overview

- What is motivational interviewing (MI) and its evidence base?
- How has MI been used in vocational rehabilitation (VR)?
- What evidence demonstrates the effectiveness of motivational interviewing (MI) in VR service delivery?
- What is the role of practice guidelines in the use of MI in VR service delivery?
Agenda

- Overview of Activity
- Presenters
- Discussion
- Wrap up
Presenters

- **Tim N. Tansey**, Ph.D., Associate Director, University of Wisconsin-Madison evidence-based VR RRTC.
- **Christine Johnson**, M.A., C.R.C., Program Manager, Technical Assistance and Continuing Education (TACE) Region 5.
- **JoLynn Blaeser**, M.A., L.S.W., Staff Development Director, Vocational Rehabilitation Services, Minnesota.
- **Kay Lechner**, M.A., NCC, LPC-IT, Vocational Rehabilitation Counselor, Wisconsin Division of Vocational Rehabilitation.
What is Motivational Interviewing?

- A client-centered, directive, non-confrontational counseling approach to enhance motivation for change by exploring and resolving ambivalence (Miller & Rollnick, 2002).

- MI was initially designed to treat alcohol-related problems (Miller, 1983) and was an alternative to the confrontational and coercive approaches prevalent in the substance abuse field at the time (Miller & Rollnick, 2002).

- MI has since been applied to a wide range of health behavior issues (Miller & Rose, 2009).
What is the efficacy of MI outside of the VR system?

- Extensive research have been conducted on the impact of MI on positive behavioral change
- MI has been used with individuals with substance abuse, mental health challenges for health promotion and treatment adherence
What research or evidence supports the use of MI in VR?

- There is a need to expand the use of evidence-based practices within rehabilitation counseling (Chan, Travydas, Blalock, Strauser, & Atkins, 2009)

- MI has been recognized as being one of these practices (Chan, Sung, Muller, Wang, Fujikawa, & Anderson, 2011)

- MI is often compared to the transtheoretical (stages of change) model due to its emphasis on addressing motivation early in the pre-contemplation and contemplation stages of the behavioral change process (Hettema, Steele, & Miller, 2005)
What research projects are you conducting on the application of MI approaches in VR service delivery?

- Motivational Interviewing on VR Outcomes of Subpopulations with the Lowest Employment Outcomes: A Randomized Controlled Study
  - Curriculum-based intervention to improve readiness to engage in VR services
  - Other outcome measures include vocational self-efficacy, work alliance, and changes to Core Self-Evaluation (CSE)
    - CSE includes four personality dimensions: self-efficacy, self-esteem, locus of control, and neuroticism
How did the TACE Center become involved in applying Motivational Interviewing to vocational rehabilitation?

- Seeing MI as perfect fit with VR setting
- Journal article of Washington VR’s use of MI
- Use of MI in Evidence-Based Supported Employment (EBSE)
- Discussion with VR, MINT trainers, and National TACE Collaborative
What VR counselor behaviors or practices is MI being used to influence or adapt?

- Engagement with consumers
- Partnership/collaboration during the entire VR process, counseling and guidance techniques
- Foundation of basic vocational rehabilitation
How have MI approaches been adapted into a training curriculum for vocational rehabilitation counselors?

- VR setting examples are used in skill practice
- Counselors are receiving MI training in new counselor orientation
- Sustainability methods include agency MI coaches, coaching circles
As the director of staff development for a state VR agency, how have you approached training and development on Motivational Interviewing?

- Sustained, long-term commitment to investing in training and integration of MI skills
- Implementation Team
- Highly qualified trainers
- Voluntary participation
- Supervisor training
- Evaluation plan
- Successful implementation requires attention to 1) staff competence, 2) organizational supports, 3) leadership
How was your agency’s decision to invest in training on MI for counselors influenced by evidence or research?

- Evidence-based practice (EBP) in mental health such as Individual Placement and Support Model (IPS)
- Experience with MI as an EBP in corrections
- Consultation with Washington state VR
What is the research or activity, that is planned or underway, to measure the effectiveness of the investment in MI training?

- Rehabilitation Research and Training Center on Evidence – Based Practice in Vocational Rehabilitation is conducting research with Minnesota Vocational Rehabilitation Services
  - Counselor Survey
  - Analysis of case performance
What are the examples that shows MI approaches have improved service delivery outcomes?

- Greater understanding of consumer, their situation, barriers, and goals
- Stronger consumer participation in the planning process and developing plans more quickly
How have you used MI approaches in your work with consumers of VR services?

- In-person meetings
  - Intake / Initial assessment meetings
  - Wait list activations, check-ins
  - Planning and discharge meetings
- Use on phone calls
How does MI change interactions between VR counselors and consumers?

- Calm interactions
  - Helps consumers feel less defensive, more comfortable, especially during initial interviews
- Consumer-focused interactions
  - Less question-focused; counselors talking less, consumers talking more
- Collaborative interactions
What are some examples that show MI approaches have improved service delivery outcomes?

- **Case closure example**
  - Consumer and guardian more confident in decision, making informed choices about case outcome

- **Active case example**
  - Consumer more engaged, created a more concrete plan for her case and her future
Would practice guidelines (evidence-based written guides for counselors) be helpful in deepening and defining the application of MI to VR service delivery?

- Manualized training in specific interventions are strongly recommended to increase understanding of the techniques and process of MI as well as fidelity to the empirically-validated uses of MI
- A counselor toolkit, another approach of the RRTC-EBP, will provide counselors with knowledge of specific assessments and appropriate MI interventions
Would practice guidelines (evidence-based written guides for counselors) be helpful in deepening and defining the application of MI to VR service delivery?

- Practice guidelines are needed for modifying the application of MI when working with consumers with specific types of disabilities where standard MI approaches may be prove challenging.

- Motivational Interviewing in the Treatment of Psychological Problems (Arkowitz, Westra, Miller, and Rollnick, 2008) identifies challenges in using MI and recommends MI modifications based on clinical presentation.

- Best if guidelines were applied to the whole VR agency culture-to permeate and sustain system change.
What are other examples where research has influenced or adapted the practices used by VR counselors?

- True evidenced-based practices are in their infancy in VR services
- Many promising practices that have initial empirical support being adapted for service provision in state VR
  - Work incentive planning
  - Program evaluation of services
  - Increase in state VR-provided training of MI principles
  - Executive summary of the intensive case study at: http://research2vrpractice.org/
What are other examples where research has influenced or adapted the practices used by VR counselors?

- Individual Placement and Support Model for Supported Employment for People with Severe Mental Illness
- Clinical Supervision Training for State VR Supervisors (NIDRR Field Initiated Project)
- SSDI Model Demonstration for Improved Employment Outcomes for VR Customers who are SSDI Beneficiaries (ICI, University of Massachusetts, and Mathematica Policy Research Inc.)
- The service delivery to traumatic brain injury population
- Guidelines & best practices working with transition-age youth
Wrapping Up

Thank you for participating!

We invite you to:

- Provide your input on today’s webcast
- Share your thoughts on future webcasts topics
- Participate in the Community of Practice to continue the dialogue

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