**Vocational Rehabilitation Counselors’ Use of**

**Evidenced-Based Practices Involving Motivational Interviewing**

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Text version of PowerPoint™ presentation for webcast sponsored by SEDL’s KTDRR and the American Institutes for Research.

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Slide 1 (Title):

Vocational Rehabilitation Counselors’ Use of Evidenced-Based Practices Involving Motivational Interviewing.

*Coordinated by the American Institutes for Research.*

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Slide 2: 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?

Slide 3: Agenda

* Overview of Activity
* Presenters
* Discussion
* Wrap up

Slide 4: 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.

Slide 5: 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).

Slide 6: 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

Slide 7: 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)

Slide 8: 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

Slide 9: 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

Slide 10: 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

Slide 11: 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

Slide 12: 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

Slide 13: 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

Slide 14: 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

Slide 15: What are the examples that show 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

Slide 16: 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

Slide 17: 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

Slide 18: 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

Slide 19: 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

Slide 20: 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

Slide 21: 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](http://research2vrpractice.org/)

Slide 22: 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

Slide 23: 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
* PLEASE CONTACT US: ktdrr@air.org

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