

Vocational Rehabilitation: Utilizing Community Resources for Return to Work Support of Chronic Pain Clients

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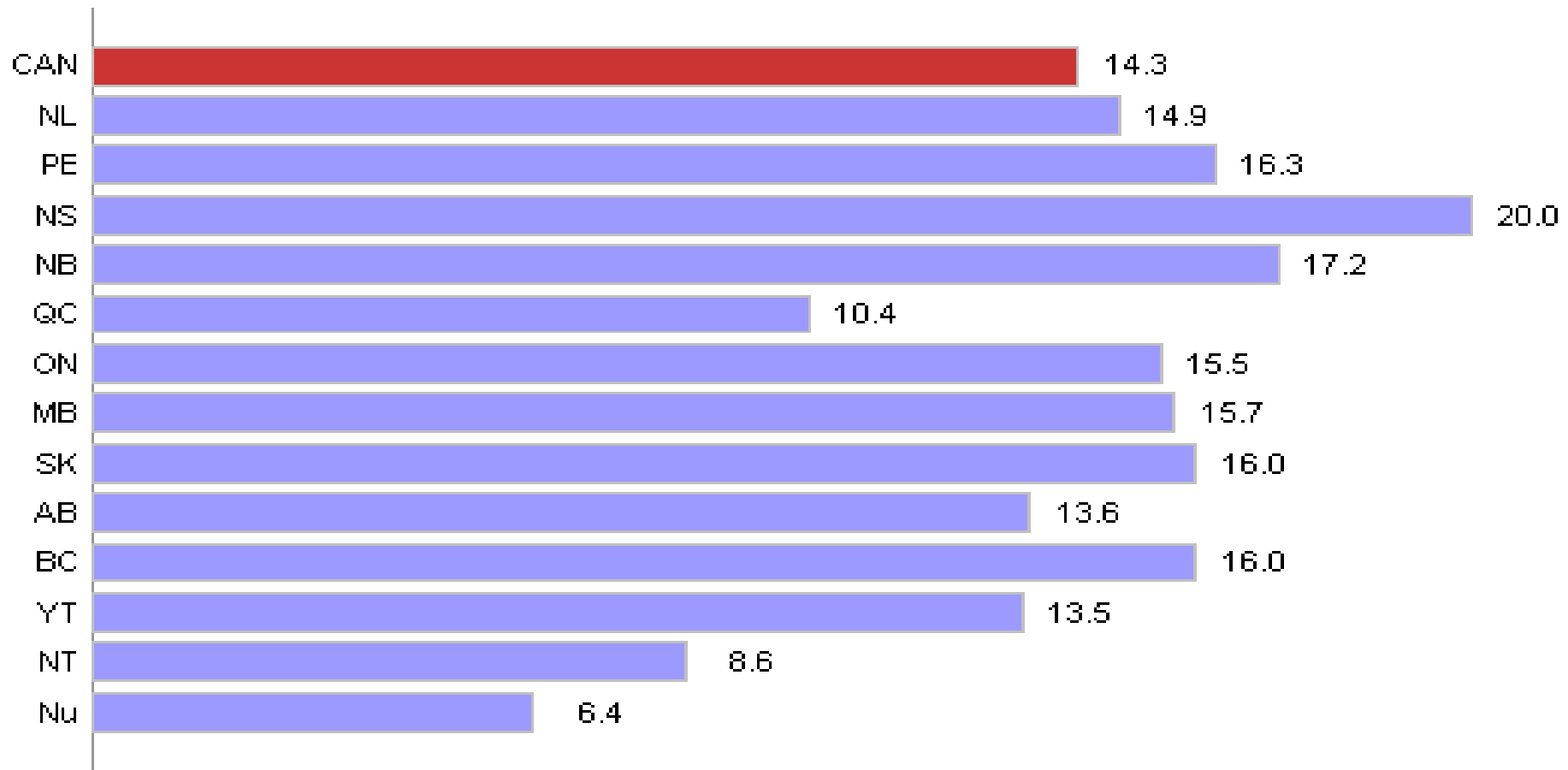
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I am associated with CDHA and
do not have any industry related biases

4.4 million Canadians - 14.3 % of the population report some level of disability

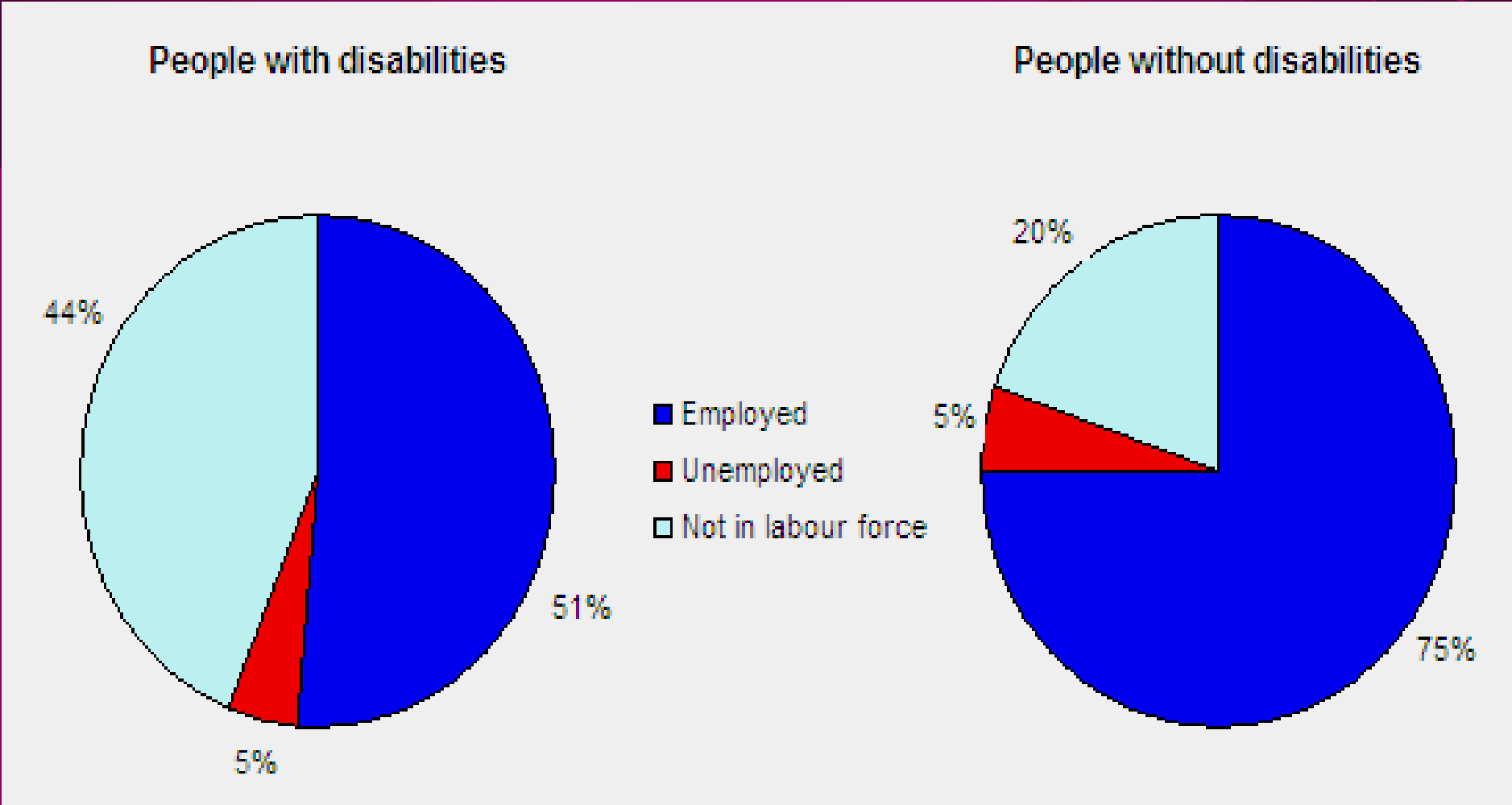
- ◆ 2.9 million people are between 16 and 64
- ◆ half of the persons between the age of 16 + 64 are unemployed
- ◆ The employment rate for persons with disabilities was 37.3 % compared to 68.1 % for people without disabilities.
- ◆ Nova Scotia has the highest occurrence of disability in Canada - 20%

Population with a disability, by region, 2006 (percent)



Source: Statistics Canada. Participation and Activity Limitation Survey 2006: Tables. Ottawa: Statistics Canada, 2007 (Cat. No. 89-628-XIE - No. 003).

Labour force status for people with and without disabilities, Canada, 2006



Source: Statistics Canada, *Participation and Activity Limitation Survey, 2006*

Career and Work/Life Development Reality

- ◆ Change
- ◆ Globalization
- ◆ Restructuring
- ◆ Downsizing!

Change in Our Lives Is Constant

- ◆ Jobs last an average of 3.6 years.
- ◆ An average person will have to go job hunting 8-20 times during their working life.
- ◆ The average 35 year old has changed jobs every 1.5 years since entering the work force.
- ◆ The average person will change occupations 5-7 times.
- ◆ 50% of all existing jobs will be eliminated in 20 years.

Assumptions, Definitions and Theory

- ◆ We have the ability and opportunity to make career choices for our lives. The amount of freedom in choices is partially dependent upon the social, economic, and cultural context of individuals.
- ◆ Opportunities and choices should be available for all people, regardless of sex, socio-economic class, religion, disability, sexual orientation, age, or cultural background.
- ◆ Individuals are naturally presented with career choices throughout their lives

Assumptions, Definitions and Theory cont'd ...

- ◆ People are generally involved in a wide range of work roles across their lifespan. These roles include both paid and unpaid work.
- ◆ Career counsellors assist people to explore, pursue and attain their career goals.

Assumptions, Definitions and Theory cont'd ...

- ◆ Career counselling basically consists of four elements:
 - ◆ Helping individuals to gain greater self-awareness in areas such as interests, values, abilities, and personality style,
 - ◆ Connecting clients to resources so that they can become more knowledgeable about jobs and occupations,

Assumptions, Definitions and Theory cont'd ...

- ◆ Engaging participants in the decision-making process in order that they can choose a career path that is well suited to their own interests, values, abilities and personality style,
- ◆ Assisting individuals to be active managers of their career paths (including managing career transitions and balancing various life roles) as well as becoming lifelong learners in the sense of professional development over the lifespan

Career Development

- ◆ involves one's whole life, not just occupation...it concerns him or her in the ever-changing contexts of his or her life...self and circumstances — evolving, changing, unfolding in mutual interaction.”

(Wolfe and Kolb 1980)

- ◆ The total constellation of economic, sociological, psychological, educational, physical and chance factors that combine to shape one's career

(Sears,1982).

Acquired disability...

- ◆ An ongoing or permanent condition a person has received as a result of illness or accident . . .
- ◆ A condition may be stable, requiring only initial adjustment or it may progress to a debilitating level over time”

Australian Federal Office of Equal Employment Opportunity

Goal and Objective of Vocational Counselling

- ◆ Helping clients increase their self awareness
- ◆ Helping clients to explore learning and work options
- ◆ Helping clients to make decisions

Today's Situation

- ◆ Vocational counselling is being asked to expand its service to new patient populations
- ◆ Resources for persons with disabilities have experienced little growth or remain static in the community

Vocational Rehabilitation Counsellors

- ◆ Assists persons with disabilities to
 - ◆ achieve their personal, career, and independent living goals
 - ◆ become or remain self-sufficient and productive members of society.
- ◆ Achieve rehabilitation goals through the counselling process

- ◆ People are struggling with understanding and accepting where one seeks opportunities

and

- ◆ How to cope with all the change going on in their personal life and the workplace

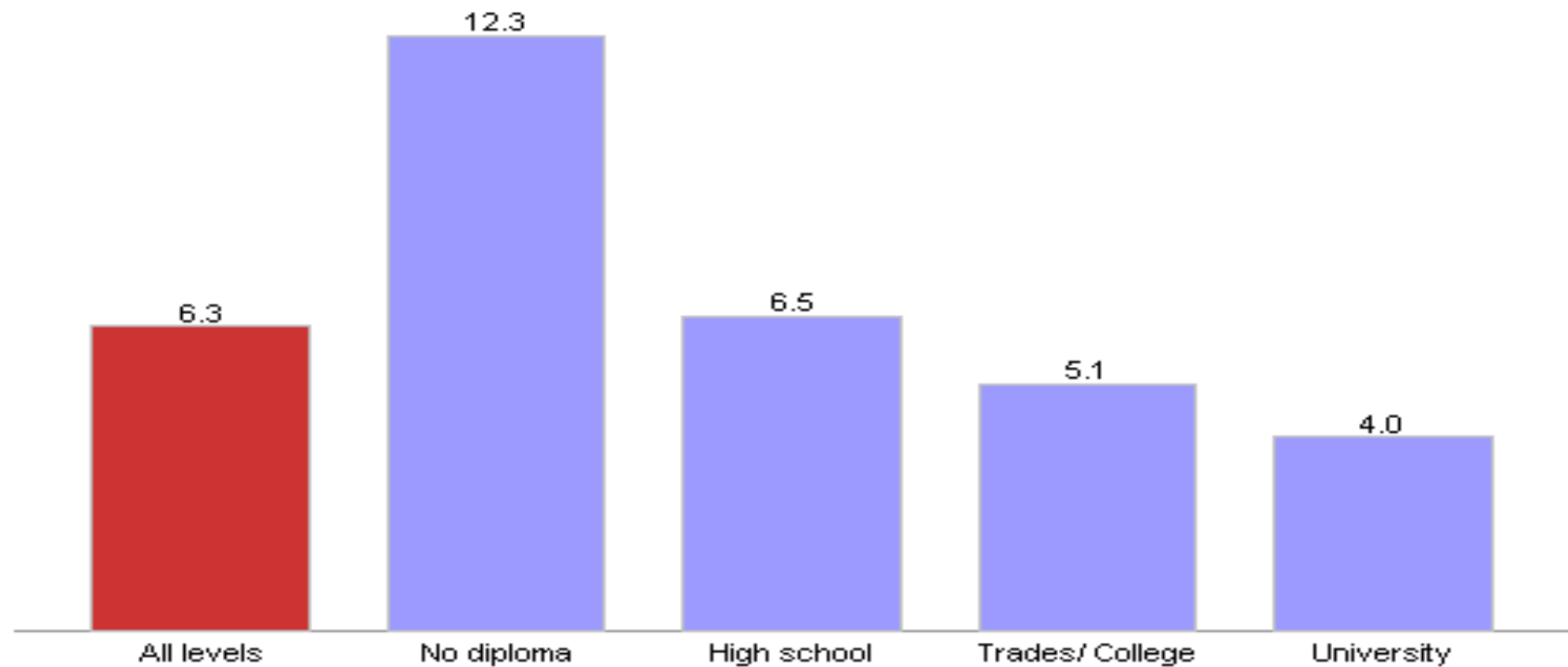
Labour Market is Evolving

- ◆ New types of jobs are appearing
- ◆ Reorganization of responsibilities for training and services related to the labour market
- ◆ Changes in access to services

Labour Market information

- ◆ Statistics (unemployment, job projections)
- ◆ Qualifications for occupations
- ◆ Salary and working conditions
- ◆ Training paths
- ◆ Industry profiles

Unemployment rate, by education level, 2006
(percentage of population aged 15 years and over)



Source: Statistics Canada, Labour Force Historical Review, catalogue no 71F0004X.
Higher education reduces the risk of experiencing unemployment:

Assessment

- ◆ Review of past nonvocational performance.
 - ◆ school, hobbies, sports, social groups.
- ◆ Analysis of persons abilities, skills, interests.
- ◆ Analysis of social and physical environment.
- ◆ Analysis of the disability and limitations it imposes.
- ◆ Health related issues

Recognizing Themes

- ◆ In career development recognizing themes or patterns in ones life is helpful
- ◆ Themes may be reflective of personality, interest and values
- ◆ Explore occupational dreams
- ◆ Leisure activities

Formal Assessment Tools

- ◆ Standardized assessment tools
 - ◆ Helps people find words that describe who they are
 - ◆ Assists people in checking their perceptions
 - ◆ Arouses curiosity
 - ◆ Helps people check the reality of their skills and abilities
 - ◆ Provides a starting place for discussion

Standardized Assessment Tools

- ◆ May lessen the time necessary for people to see who they are and desires which influence their decision making

Generate Alternatives

- ◆ Create a list that includes the greatest feasible number of alternatives.

Narrow the list

- ◆ The only alternatives to be eliminated are those that
 - ◆ Involve immovable constraints such as location incompatible with health or require skills which are clearly unattainable.
 - ◆ Those that arouse a negative reaction for the client once they have thought about it.

Community Resources

- ◆ The Collaborative Partnership Network Agencies

10 partnership locations throughout Nova Scotia including Sydney, Port Hawkesbury, Amherst, the Halifax Regional Municipality, Windsor, Kentville, Digby, Yarmouth and Bridgewater.

- ◆ <http://www.cpnnovascotia.ca/>

Community Resources Cont'd.....

- ◆ Career Resource Centres

32 Centres across Nova Scotia

<http://www.careerworksnova.ca/cwnmedia/pdf/crc-ns.pdf>

- ◆ Employment Support Services – Nova Scotia Department of Community

http://www.gov.ns.ca/coms/employment/employment_services/

Community Resources Cont'd.....

- ◆ PEI Council of People with Disabilities

5 Lower Malpeque Road, Unit #2 Landmark Plaza
Charlottetown, PE C1E 1R4Canada

peicod@peicod.pe.ca

Community Resources Cont'd.....

- ◆ Canada Pension Plan

<http://www.servicecanada.gc.ca/eng/isp/pub/factsheets/vocrehab.shtml>

- ◆ Premier's Council on Disability Issues – New Brunswick

<http://www.gnb.ca/0048/index-e.asp>

- ◆ **New Brunswick Employment Services**

[http://app.infoaa.7700.gnb.ca/gnb/Pub/EServices/ListServiceDetails.asp?
SviceID1=17056&ReportType1=ALL](http://app.infoaa.7700.gnb.ca/gnb/Pub/EServices/ListServiceDetails.asp?SviceID1=17056&ReportType1=ALL)

Post Secondary Education

- ◆ Disability Supports
- ◆ Funding
- ◆ Modified programs

Employment

- ◆ Targeted Wage subsidy
- ◆ Work placement accomodation
- ◆ Technical Supports