



Upcoming events:

- Supporting the Transition to Employment for Youth: General Overview
March 13, 2012
- Federal Employment for Individuals with Disabilities
April 11, 2012
- Get Work Now! Paving Your Way
Rapid City, SD
April 17-19, 2012
- Get Work Now! Exploring the Route - Desktop Training
May 7-June 8, 2012
- Get Work Now! Getting in Gear -Desktop Training
July 16-Aug 17, 2012

A Motivational Approach For Vocational Rehabilitation

**Elizabeth Fabiano, M.C.A.,
Executive Director, PNA
Change Consultants Inc.**

The following brief contains excerpts from an article written by Elizabeth Fabiano. To read the full article you can visit the following link: <https://secure.taceregion8.org/sites/tace/files/documents/Motivational%20Approach%20for%20VR.pdf>

There is a growing body of research that suggests that motivation is an important aspect in returning to work (Finch, Nofziger, Panzano, Seffrin, Weaver, & Bunt, 2005; Panzano, Seffrin, Chaney-Jone, & Weaver, 2005; Roessler, 1989; Arnoff & Feldmen, 2000). For individuals with disabilities, there are many more additional motivational issues involved in attaining, continuing, or returning

to employment. While this may provide compelling evidence for the need to address motivation in the context of vocational counseling ... how to do so, with whom, and when, is not a straightforward or easy task.

This short paper argues that what is missing in the vocational rehabilitation field is a proper conceptual and practice-oriented understanding of the dynamics of personal (intrinsic) 'motivation' ... in this case the motivation to support oneself through employment. Employment professionals are certainly acutely aware that some of their clients are 'unmotivated.' This paper argues that an appreciation of the individual client's motivational state should underpin both the nature

and level of provided service from initial contact with the client through to eventual employment placement and retention.

The key is to understand what 'intrinsic' motivation truly means as it's only when motivation comes from within, when desire to change is self-determined, that action towards change is actually sustained. Intrinsic motivation is not about pleasing others or avoiding negative consequences. External factors, much like others trying to convince, persuade, challenge and/or coerce us to embrace change no matter how attractive is not what creates sustained motivation. Motivation *from within* comes about only when the individual acknowledges their 'status quo'

Continued on page 2

Inside this issue:

A Motivational Approach for VR	1
Integrated Employment Tool Kit	2
National Certification in Employment Services	3
Commissioner Rutledge Farewell	4
Federal Employment for Individuals with Disabilities	5
Supporting Transition to Employment for Youth	6

A Motivational Approach For Vocational Rehabilitation (continued)

Continued from page 1

(i.e. where they are now and what they do) as unacceptable.

Introducing a motivational paradigm for working with unemployed 'consumers' of services requires giving employment staff some personal insight into what true intrinsically motivated 'change' is all about and what role motivation plays in assisting one to move from one point to another. Employment staff will need to develop a thorough grasp

of the reasons why some things will work and some will not, and why some approaches will generate inertia or even recoil with their clients, depending on where these clients might be in their movement towards change.



Integrated Employment Toolkit Available Free Online



The Office of Disability Employment Policy (ODEP) at the US Dept. of Labor has released a new online resource, the [Integrated Employment Toolkit](#). The Toolkit offers a collection of resources, reports, papers, policies, fact sheets, case studies, and discussion guides from a variety of sources about the value and potential of integrated employment. It is organized by different audiences or perspectives. Within each audience, there are key, commonly-asked questions to guide the user to the appropriate materials.

RSA Commissioner's Update



FROM COMMISSIONER LYNNAE RUTTLEDGE

JANUARY 2012

New Year, New Beginnings

For two years, it has been my very great privilege to serve as the Commissioner of the Rehabilitation Services Administration. It has been an honor to work for this Administration and with the staff and partners of RSA, OSERS and the Department of Education. I appreciate the dedication and commitment each of you has to our work and to the successful outcomes that individuals with significant disabilities achieve because of the programs we administer.

We have much to look forward to, both personally and professionally, as we embark on all that 2012 will offer. I regret that I will not be alongside you. This update is to share with you that I am resigning, effective January 13, 2012. The time has come for me to return home to the Pacific Northwest and embark on the journey of retirement with my husband, Ed. Leaving to spend more time with my family has always sounded like such a cliché but it aptly describes my situation.

Alexa Posny, Assistant Secretary for the Office of Special Education and Rehabilitative Services, has asked Ed Anthony, Deputy Commissioner of RSA to serve as interim Commissioner. RSA has a strong and effective team of staff that will continue our work without missing a beat. Together, they are some of the most gifted, dedicated and resilient public servants I know. I am confident that they can count on you to continue to work together with us today, tomorrow and into the future.

My passion will continue to be in assuring our continued success in collaborating with the disability community, public and private sector businesses and our partners throughout the country to promote increased employment and independence for youth and adults with significant disabilities.

I wish you well in 2012 and beyond.

Lynnae M. Ruttledge, Commissioner
Rehabilitation Services Administration

Rehabilitation Services Administration
U.S. Department of Education
<http://rsa.ed.gov>

GET WORK NOW! National Certificate in Employment Services

GET WORK NOW! *National Certificate in Employment Services*

TACE Region 8 presents **Get Work Now!**, CTAT's comprehensive program for employment professionals. Based on universally endorsed competencies, this innovative course of study offers 40 hours of flexible coursework that spotlights the talents of your job seekers while addressing the complex needs of the business community. **Get Work Now!** consists of the three classes below, two of which are delivered in a distance learning format, which may be taken in any order to achieve this valuable certificate. Nationally recognized by the Association of Community Rehabilitation Educators (ACRE), **Get Work Now!** is the vehicle you need to achieve guaranteed success for those you serve.

GET WORK NOW! *Getting in Gear*

The Foundation of Employment Services

5 week distance learning course

July 16-August 17, 2012

Getting in Gear is designed to explore valuable competencies that are critical to achieving a better understanding of employment services for people with disabilities. Exposing you to the essential principles and practices that lead to quality workforce participation for the people you serve, *Getting in Gear* delivers essential skills through a five week self-study course that will take 2-3 hours per week. *Getting in Gear* is designed to complement your current employment and can be accomplished in your office and/or your home, as well as in the community.

GET WORK NOW! *Paving Your Way*

The Proven Process for Successful Job Placement

April 17-19, 2012 (Employment Specialist Training)

May 1-3, 2012 in Denver, CO

September 18-20, 2012 in Denver, CO

Paving Your Way is an exciting and interactive face-to-face training that leads to a successful career in community employment. This comprehensive training provides you with the tools, tips, and techniques necessary to identify the marketable skills of your job seekers and match them with the employment needs of the business community. A wise investment of your time today will result in employment success for those you serve.

GET WORK NOW! *Exploring the Route*

Meeting the Unique Employment Needs of your Customers

5 week distance learning course

May 7-June 8, 2012

October 1-November 2, 2012

Exploring the Route delivers practical strategies to support you in serving job seekers with complex support needs. *Exploring the Route* focuses on learning more about a business, developing the right job within that business, and providing the necessary training and supports to ensure your job seeker's success. Key to this process is providing long term supports to encourage retention and advancement, and in the end, promote successful community integration.

Federal Employment for Individuals with Disabilities

Wednesday, April 11, 2012

1:30 PM - 3:00 PM Mountain Time

Summary

This is the first desktop of a series of six desktop trainings in the Employment Initiatives Series.

In July 2010, President Obama marked the 20th Anniversary of the Americans with Disabilities Act by signing Executive Order (EO) 13548, which mandates the Federal Government to improve its efforts to employ workers with disabilities through increased recruitment, hiring and retention of people with disabilities. The EO also sets a goal of employing an additional 100,000 people with disabilities over the next 5 years. Currently, individuals with disabilities represent just over 5 percent of the nearly 2.5 million people in the Federal workforce, and individuals with targeted disabilities represent less than 1 percent of this workforce.

As job seekers with disabilities look to capitalize on the President's call to action, preparation is key. This training provides guidance in the following areas of Federal employment:

- Presidential Executive Order 13548
- The Federal Government's non-competitive Schedule A hiring authority
- Federal resumes
- Federal job search
- Federal hiring programs

Format: desktop learning session

Desktop sessions are a combination of lecture and discussion. This format offers the ability to ask questions and share insights on the subject matter. All participants need to formally register for the training session.

Set up requirements:

All you need to participate is access to a web browser and a telephone. Registered participants will be provided with a URL and phone number to access the training. These are easy to access, low-tech, no cost training opportunities.

CRC credits:

1.5 credits

[Click Here to Register](#)





Visit our new website

www.taceregion8.org

TACE Region 8
University of Northern Colorado
Gunter Hall, Room 0290, Campus Box 82
Greeley, CO 80639

Phone: 970.351.1324
Fax: 970.351.1317
E-mail: jude.printz@unco.edu

The contents of this newsletter were developed under a grant from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government. (34 CFR 75.620(b))

Supporting the Transition to Employment for Youth: General Overview

Tuesday, March 13, 2012

1:30 PM - 3:00 PM Mountain Time

Summary

This is the first desktop of a series of four desktop trainings on the transition to employment for youth with disabilities. The goal of this first session is to provide information about the provision of transition services as outlined in the Individuals with Disabilities Education Act. The training will provide a review of the historical and legislative foundations of transition services for students with disabilities. The training will also provide a review of the evolution of specific transition models and their impact on transition service delivery. Finally, the training will examine the employment outcomes for students with disabilities. The trainer for this session is Dr. Tim Riesen from Utah State University.

Format: desktop learning session

Desktop sessions are a combination of lecture and discussion. This format offers the ability to ask questions and share insights on the subject matter. All participants need to formally register for the training session.

Set up requirements:

All you need to participate is access to a web browser and a telephone. Registered participants will be provided with a URL and phone number to access the training. These are easy to access, low-tech, no cost training opportunities.

CRC credits:

1.5 credits

Future sessions include:

Desktop #2 April 10, 2012 [Supporting the Transition to Employment for Youth: Best Practices](#)

Desktop #3 May 8, 2012 [Supporting the Transition to Employment for Youth with Autism Spectrum Disorders](#)

Desktop #4 TBD [Supporting the Transition to Employment for Youth: Regional Perspectives](#)

You can attend one session or all, depending on your needs. Please feel free to invite your community partners from education to join you in participating in these sessions.

[Click Here to Register](#)