

## Working with a Brain Injury

### A Summary of the 'Place, Train & Sustain' Project

Alister Berry Nicky Neilson Rachel Simmen

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# Primary Objective of the Project

The main aim of the 'Place, Train and Sustain' project was to investigate whether the outcomes of the Momentum brain injury vocational rehabilitation service, as benchmarked by the earlier evaluative study (Murphy et al, 2006), could be improved by adopting a 'Place and Train' approach instead of the 'Train then Place' model on which the 2006 study was based.

# Project Participants

**39 Momentum service users (18 Traumatic Brain Injury; 13 Stroke; 4 Brain Tumour; 4 Encephalitis) were randomly entered into the three year prospective project which ran from April 2008 to March 2011**

**72% of traumatically brain injured participants had a severe brain injury and average length of hospital admission for the non-traumatic participants was approximately 11 weeks.**

**92% of participants had sustained their brain injury within seven years of project entry.**

**76% of participants were in full time paid employment at the time of their brain injury.**

# Method 1

The vocational rehabilitation provided to project participants only differed from that undertaken with other contemporary users of the Momentum vocational service in that participants received a systematic observational assessment within the workplace of the impact on their work of the physical and neuropsychological effects of their brain injury.

# Method 2

This direct observational assessment, the *Momentum Assessment of Workplace Behaviours (MAWB)*, identified...

- ❖ a primary potential barrier to the individual successfully completing the work placement
- ❖ a specific job site intervention developed to address this potential barrier to the individual's vocational progress.

# Method 3

- Service users outside of the project, like project participants, had their work placements established through their job coach and placement provider completing the Momentum Work Placement Pack.
- Unlike project participants they did not receive a *MAWB observational* assessment of their performance in the work place from their job coach or any specific work place based interventions

# Method 4

- ✓ All participants were asked to complete a *Service User Satisfaction Survey* for the work placement they undertook on the project within two weeks of finishing the work placement.
- ✓ All employers providing a project work placement were asked to complete an *Employer Satisfaction Survey* within two weeks of the end of the placement.

# Method 5

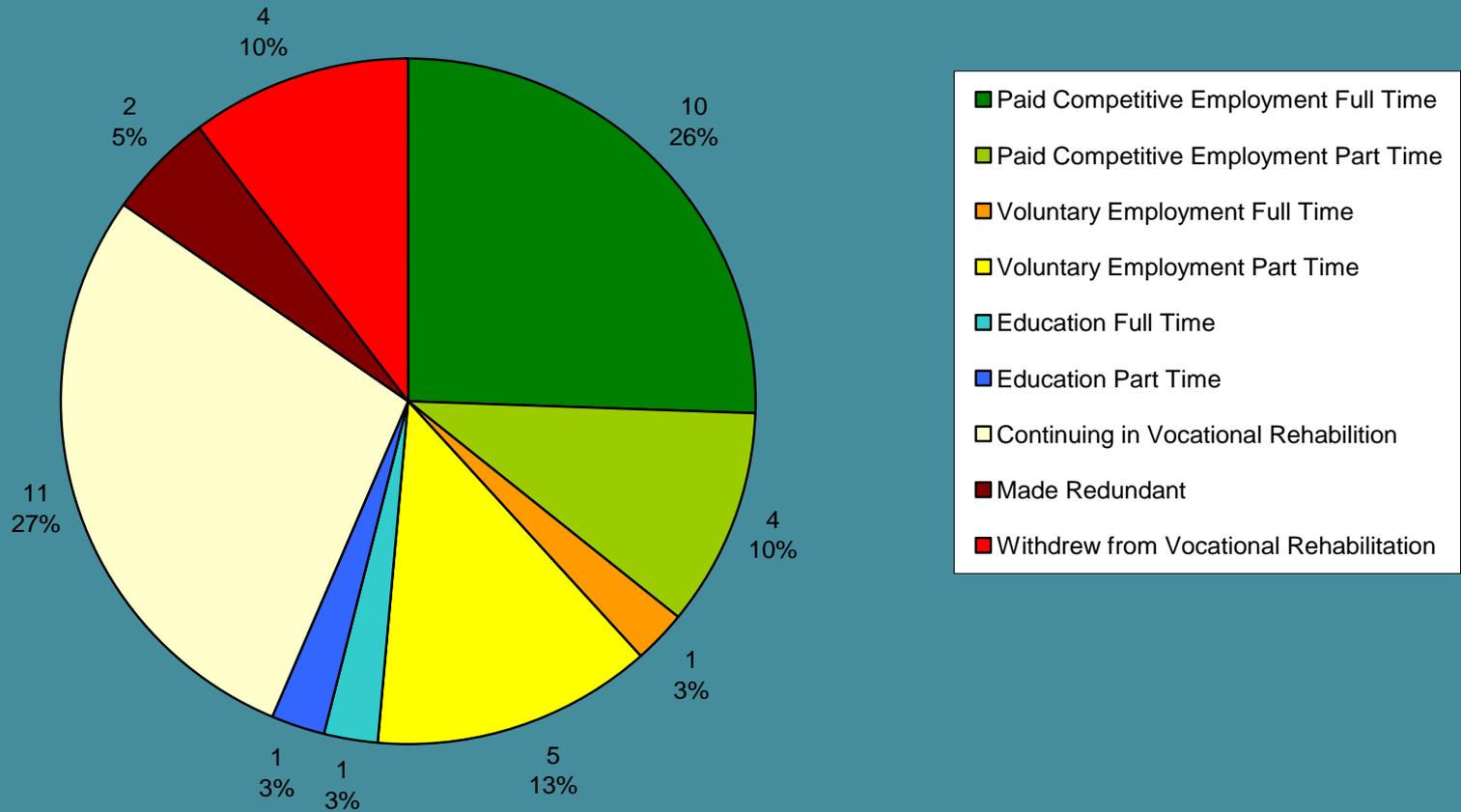
The survey provided feedback on Momentum's performance with regard to ...

- establishing and managing the work placement
- provision of work based training
- support to the client and their colleagues
- the usefulness of any Momentum brain injury awareness training provided to the company

# Results

- **58% of participants achieved a positive vocational outcome from the 'Place, Train and Sustain' project.**
- **Paid competitive work (full time) accounted for nearly half of the positive outcomes achieved.**
- **Voluntary work (part time) made up nearly a quarter of the projects positive vocational outcomes.**
- **Educational outcomes, whether full or part time, only accounted for 6% of total outcomes.**

**Pie Chart 4: Vocational Outcome of Project Participants**



# The 22 Vocational Outcomes Achieved

*Administrative Assistant Gas Technician Groundsman (x2)*

*Signer (British Institute for Deaf) Associate Lecturer in Engineering*

*Museum Assistant Executive Officer in Civil Service Administrator*

*Retail Assistant (x2) Stroke Association Administrator*

*Estates & Fisheries Assistant I.T. Technician M.Sc. In Art*

*Care Worker Gardener Window Cleaner Recreational Assistant*

*I.T. Project Manager Tiling Apprenticeship*

*Diversional Therapy Assistant*

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Client Satisfaction Survey Question	Average Satisfaction Rating (Scale 1 = Poor to 5 = Excellent)
How satisfied were you with the way your work placement was negotiated and set up?	4.50
How satisfied were you with the way your goals for the work placement were established?	4.39
How satisfied were you with how your performance throughout the work placement was evaluated?	4.25
Please rate Momentum's performance in assisting in training you in your work duties.	4.39
Please rate Momentum's performance in providing psychological support to you within the work placement.	4.53
Please rate Momentum's performance in responding to any staff concerns about your work placement.	4.53
Please rate Momentum's performance in providing clear advice and support to staff about your vocational rehabilitation.	4.57

## Employer Satisfaction Survey Question

Average Satisfaction Rating  
(Scale 1 = Poor to 5 = Excellent)

How satisfied were you with the way the work placement was negotiated and set up?

4.48

How satisfied were you with the way the client's goals for the work placement were established?

4.48

How satisfied were you with how the client's performance throughout the work placement was evaluated?

4.28

Please rate Momentum's performance in assisting in training the client in their work duties.

4.23

Please rate Momentum's performance in providing psychological support to the client in the work place.

4.56

Please rate Momentum's performance in responding to any staff concerns relating to the client.

4.60

Please rate Momentum's performance in providing clear advice and guidance to staff about the client's rehabilitation.

4.56

How do you rate the general brain injury awareness training you were provided?

4.20

How do you rate the brain injury awareness training you received for this specific client?

4.28

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# Conclusions 1

- The proportion of positive occupational outcomes relative to total outcomes is found to be appreciably higher for the 'Place and Train' project than for the 2006 Rehab UK study: 50% versus 41% for paid competitive employment and 21% versus 16% for voluntary work.
- On average a vocational outcome was achieved within 38 weeks within the 'Place and Train' project compared to 50 weeks in the 2006 Rehab UK study.
- Whilst the relatively small sample size of the current work is recognised the findings suggest that a 'Place and Train' approach to the vocational rehabilitation of individuals with brain injury is more effective and more efficient than vocational rehabilitation based on a 'Train then Place' model.

# Conclusions 2

The findings of the project demonstrate that individuals with a severe brain injury can achieve several occupational benefits if a collaborative and structured 'Place and Train' approach is adopted within their vocational rehabilitation...

- Paid and voluntary work outcomes can often be gained through targeted rehabilitation within a work placement.
- Attainment of employment with a new employer
- Delivery of sustainable vocational outcomes with relatively limited follow up support.



*Thank you for listening*

# Momentum Skills

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## Lessons Learned from Workshop

- Basic things can be so effective
- Put the individual at the centre
- Assessment (MAWB) can increase effectiveness of the pace and train model
- Importance of reviewing with the individual and the employers