

Bridge To Work

A Work-Trial Program for Young
Adults with Pediatric Onset
Disabilities



Bridge To Work—Mission

- The Bridge To Work program supports transition to community based employment for young adults with pediatric onset disability by using the University of Michigan Ann Arbor Campus as a “vocational work trials laboratory.”



Collaborators

- The University of Michigan
 - Department of Physical Medicine and Rehabilitation
 - University of Michigan Human Resources
 - Additional approvals through the UM Office of General Counsel and UM Risk Management.
- Michigan Rehabilitation Services (the State of Michigan vocational rehabilitation agency)
- Washtenaw Intermediate School District (supporting transition to adulthood)
- Work Skills, Inc. (Rehabilitation agency specializing in vocational evaluation and support)
- College of Education, Michigan State University



Collaborators

- Ned Kirsch (PMR)
- Ed Hurvitz (PMR)
- Jim Rowan (PMR)
- Claudia Drossel (PMR)
- Abby Johnson (PMR)
- Steve Girardin (MRS)
- Jennifer Piatt (MRS)
- Jean Tennyson (UM HR)
- Anita Gibson (Work Skills)
- Jennifer Scott- Burton (Washtenaw ISD)
- Gloria Lee (MSU)
- Connie Sung (MSU)



Case example

- 19 year old man
 - GMFCS IV, MACS II, CFCS I
 - Graduated high school Regular Education
 - Enroll in UI—well known for accessibility
- UI provides funding and access to caregivers
 - Student must manage caregivers, schedule, etc.
- “Everything falls apart...”



7 Stages of BTW trial

Bridge to Work Stages

Clinical Review and Assessment

Vocational evaluation to assess
aptitude and interests

Identification of a well-matched
work trial site

Informational Interviewing

Job Shadowing

Work Trial

Transition to Community
Employment

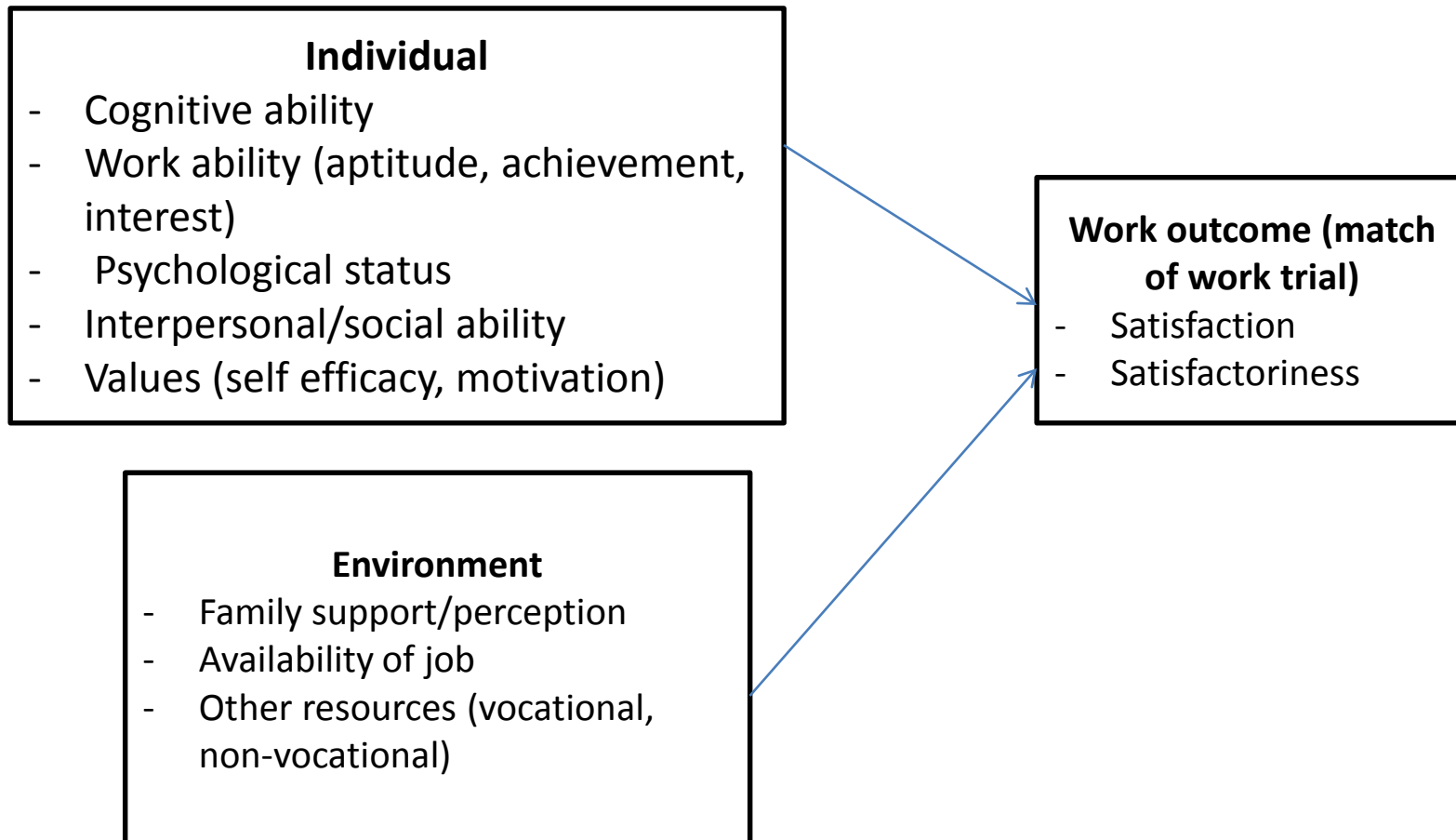


Examples of Work Trials

- Librarian's assistant in the Undergraduate Library
- Assistant soft orthotic fitter in UM Orthotics and Prosthetics
- Journalist for University newspaper
- Plants operations—unskilled tasks, exposure to higher level tasks
- Rehab tech assistant for PT gym



Minnesota Theory of Work Adjustment



Initial Assessment

- Patient interview
- Family interview if needed
- Assessment of motivation, goals, self-efficacy, and realistic self-assessment
- Review of existing educational and neuropsychological assessments
- Additional neuropsychological and psychological assessment if needed including: General Aptitude (i.e., IQ, memory, attention, executive functioning), patient and family “self-assessed” Executive Reasoning ability, Social Reasoning and Mood

Potential Measures

- Individual domain
 - Values:
 - Work-Related Values Checklist
 - Work Values Assessment and Research Activity
 - Rokeach Value
 - Work self efficacy:
 - Career Search Efficacy Scale (Solberg)
 - Career Decision Self-Efficacy Scale (Betz)
 - Career Decision Self-Efficacy Scale – Short Form
 - Career Decision-Making Difficulty Questionnaire (Gati)
 - Vocational Skills Self Efficacy (McWhirter)



Goals of Research

- Effective matching of participant and work site
- Impairment patterns that predict successful outcomes
- Relationships between work outcomes and quality of life
- Family support patterns that contribute to success
- Employment across the Developmental Life Span



Where will this Bridge lead?

