

Rehab Library News



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New Books

The Rehabilitation Library recently received several new books. To borrow any item, please contact the library at avlibrary@dshs.state.tx.us or call (512) 776-7260 or toll-free 1-888-963-7111 x7260. The online library catalog at www.texashealthlibrary.com lists additional materials.

Approaching disability: critical issues and perspectives. Rebecca Mallett, 2014. (WB 320 M253a 2015 RHB).

Disability Studies is an area of study which examines social, political, cultural, and economic factors that define 'disability' and establish personal and collective responses to difference. This insightful new text will introduce readers to the discipline of Disability Studies and enable them to engage in the lively debates within the field.

Assistive technologies: principles and practice. Albert M. Cook, 2015. (WB 320.1 C771 2015 RHB).

This book presents the current advancements and innovations in assistive technology which help to improve the lives of individuals with disabilities. For each technology application, the authors discuss assessment and training of the consumer, devices that are available, strategies for their use and evaluation of outcomes.

Basic Spanish for orientation and mobility: a phrase book and dictionary. 2014. (W 15 B311 2014 RHB).

This book teaches mobility skills for persons who are blind or visually impaired. The instructions are presented in English and in Spanish. It includes canes and cane techniques, residential travel, business travel, and using public transit.

Behavioral neuroscience for the human services: foundation in emotion, mental health, addiction, and alternative therapies. Harriette C. Johnson, 2014. (WM 30.5 J67b 2014 RHB).

This book for social workers and others in the human services illustrates how social, psychological and biological factors interact to shape a person's unique experience. It synthesizes the massive accumulation of neuroscience information for practitioners.

Borderline personality disorder: a guide for the newly diagnosed. Alexander L. Chapman, 2013. (WM 190.5 B5 C466 2013 RHB).

Borderline personality disorder (BPD) is a mood disorder marked by extreme, fluctuating emotions, black-and-white thinking, problems with interpersonal relationships, and in extreme cases, self-harm. This book presents an easy-to-read introduction to BPD for those who have recently been diagnosed. Readers will learn the most common complications of the illness, the most effective treatments available, and practical strategies for staying on the path to recovery.

Born for this: how to find the work you were meant to do. Chris Guillebeau, 2016. (HF 5381 G958 2016 RHB).

Finding the work you were born to do isn't just about discovering your passion. Doing what brings you joy is great, but if you aren't earning a living, it's a hobby, not a career. And those who jump out of bed excited to go to work every morning don't just have jobs that turn their passions into paychecks. They have jobs where they also can lose themselves for hours in the flow of meaningful work. This intersection of joy, money, and flow is what this book will help you find. Through inspiring stories of those who have successfully landed their dream career, as well as actionable tools, exercises, and thought experiments, the book guides you through today's vast menu of career options to discover the work perfectly suited to your unique interests, skills, and experiences.

The brain-friendly workplace. Erika Garms, 2014. (HD 58.8 G233 2014 RHB).

This book describes several big workplace challenges that can be positively affected by brain-friendly strategies. Then it applies five "big ideas" from neuroscience to each of these challenges. By learning about these fundamental brain processes and adapting your organization's culture to fit them, workplaces can be transformed. Enhance your employees' strengths and confidence by applying these strategies and become a "best place to work" award winner. Complete with a look inside award-winning organizations, tips on putting the science to work, and an assessment tool, this book will help you measure and improve the level of brain-friendliness in your organization.

Career counseling for people with disabilities: a practical guide to finding employment. Karen E. Wolffe, 2012. (HD 7255 W857 2012 RHB). This book is intended as a text in rehabilitation counseling, educational psychology, and special education. It is divided into four major sections: Introductory Materials, Career Counseling Content Areas, Career Counseling for Clients with Differing Abilities, and Future Issues and Resources. The CD-ROM contains reproducible appendices.

Cognitive and intellectual disabilities: historical perspectives, current practices, and future directions. Steve Richards, 2015. (WM 300 R518c 2015 RHB).

This book provides thorough coverage of the causes and characteristics of cognitive and intellectual disabilities (formerly known as mental retardation) as well as detailed discussions of the validated instructional approaches in the field today. It is ideally suited for introductory or methods courses related to cognitive and intellectual disabilities.

Current psychotherapies, 10th ed. Raymond J. Corsini, 2014. (WM 420 C826c 2014 RHB).

A value of this book lies in the greater self-understanding that may be gained by close reading. This book about psychotherapies may be psychotherapeutic for the reader. Close reading vertically (chapter by chapter) and then horizontally (section by section) may well lead to personal growth as well as better understanding of the current psychotherapies.

Disability, society, and the individual. Julie Smart, 2016. (WB 320.3 S636d 2016 RHB).

This book considers the broad similarities and differences across a wide range of disabilities, rather than considering each diagnostic category of disability. The first section defines disability and normality and the various models of disability. The second section discusses society's responses to disabilities and people with disabilities, often including prejudice and discrimination. The individual's response to disability is also considered.

Dive in: springboard into the profitability, productivity, and potential of the special needs workforce.

Nadine O. Vogel, 2009. (HD 7255 V879 2009 RHB).

This book presents the business case for hiring and supporting the untapped and under-used workforce of people with special needs. The author demonstrates the value of inclusion with statistics, anecdotal evidence, and examples from the world's most successful companies. She also presents concrete how-to information and best practices from in-the-know corporations and maps out a plan for inclusion that can increase a company's productivity, elevate its status with its customers, and position a company as an employer of choice. Included in the book is a list of many government agencies and non-profit organizations that provide information on everything from physical accessibility to tax breaks. Also included are tips on how to handle difficult situations, how to best train employees, and how to partner with other organizations to give greater visibility and obtain overall results.

Enabling acts: the hidden story of how the Americans with Disabilities Act gave the largest US minority its rights. Lennard J. Davis, 2015. (WB 320.3 D262 2015 RHB).

This book focuses exclusively on the history and impact of the ADA which was the widest ranging piece of civil rights legislation in the history of the United States and has become the model for most civil rights laws around the world. It tells the fascinating story of how a group of leftist Berkeley hippies managed to make an alliance with upper-crust, conservative Republicans to bring about a truly bi-partisan bill. It covers how major politicians fought in public while staffers hammered out the details amidst public demonstrations by disability activists providing momentum for all. The book provides behind the scenes accounts and never-before published intrigues that led to a successful outcome. In addition, the book assesses the impact and legacy of the ADA through the stories of individuals who have been affected by the legislation.

Enabling lives: biographies of six prominent Americans with disabilities. 2000. (WB 320.3 E56 2000 RHB).

This book provides a look at the disability civil rights movement through an intimate portrayal of the lives of several of its key leaders, including Frank Bowe, Tony Coelho, Justin Dart, Judy Heumann, Evan Kemp, and Harold Russell.

Intellectual disability in health and social care. 2015. (WB 320.2 I61 2015 RHB).

Many practitioners within health and social care come into contact with people with intellectual disabilities and want to work in ways that are beneficial to them by making reasonable adjustments in order to meet clients' needs and expectations. Yet the health and well-being of people with learning disabilities continues to be a neglected area, where unnecessary suffering and premature deaths continue to prevail. This text provides a comprehensive insight into intellectual disability healthcare. Divided into five sections, it explores how a wide range of biological, health, psychological and social barriers impact upon people with learning disability.

Living a healthy life with chronic pain. Sandra M. LeFort, 2015. (WL 704 L494 2015 RHB).

Chronic pain results from a variety of causes. This book is designed to help those suffering from chronic pain learn to better manage pain so they can live a satisfying, fulfilling life. This resource stresses four concepts: each person with chronic pain is unique, and there is no one treatment or approach that is right for everybody; there are many things people with chronic pain can do to feel better and become more active and involved in life; with knowledge and experimentation, each individual is the best judge of which self-management tools and techniques are best for him or her; and, the responsibility for managing chronic pain on a daily basis rests with the individual and no one else. Acknowledging that overcoming chronic pain is a daily challenge, this workbook provides readers with the tools to overcome pain. The CD-Rom offers a set of easy-to-follow exercises that can be performed at home.

Living independently on the autism spectrum. Lynne Soraya, 2013. (WM 203.5 S713 2013 RHB).

This book guides people on the autism spectrum through each step of their transition into adulthood and will give them the confidence, support, and guidance they need to experience life on their own. It provides what they need to know to move into a place of their own, succeed at work, start a relationship, stay safe, and enjoy life as an adult on the autism spectrum.

Making life more livable: simple adaptations for living at home after vision loss, 3rd ed. Maureen A. Duffy, 2016. (WW 276 D858 2016 RHB).

This book is for older adults who are losing their vision and the family members who support them. It provides tips and modifications that improve the safety of the home and promote independence. It includes general guidelines, color illustrations, and room-by-room ideas for adapting the home that are easy and cost-effective.

Management of adults with traumatic brain injury. 2013. (WL 354 M266 2013 RHB).

Traumatic brain injury (TBI) is a public health issue of worldwide proportions, affecting motorists, victims of interpersonal violence, athletes, military service members, and veterans, among others. This book provides evidence-informed guidance on the core topics in brain injury medicine, including the epidemiology and pathophysiology of TBI, the medical evaluation and neuropsychological assessment of persons with TBI, and the common cognitive, emotional, behavioral, and other neurological disturbances for which persons with TBI and their families seek clinical care.

Mastering the challenges of leading change: inspire the people and succeed where others fail. H. James Dallas, 2015. (HD 58.8 D145 2015 RHB).

This is a guide to effectively leading the transition through major organizational change. While most change management books present case studies about what happened at other companies, this book is based on the author's own experiences. By relating personal lessons learned, how they were subsequently applied, and how you can benefit from them, this book provides a unique first-hand perspective on successful agents of change. You'll learn the qualities and skills required to usher in the new paradigm, and how to break a large initiative into manageable chunks that are more likely to proceed as planned. By crafting your strategy based on proven methods, you're far and away more likely to meet or even exceed your change objectives. This book shows how to get the tools, strategies, and people you need at the helm of your initiative to come out the other side much stronger as an organization.

Navigating life with multiple sclerosis. Kathleen Costello, 2015. (WL 360 C841 2015 RHB).

This book discusses life with multiple sclerosis, including how multiple sclerosis affects the nerves, how MS is diagnosed, managing the symptoms and relapses, disease modifying therapies, lifestyle management, reproductive issues, and the future of multiple sclerosis management.

The Oxford handbook of the psychology of working. 2014. (HF 5381 O98 2014 RHB).

This handbook is designed to expand and deepen a growing discourse about the psychological nature of working. This volume is characterized by disciplinary pluralism with contributions from a wide range of scholars and practitioners interested in the role of work in people's lives. Chapters explore theoretical foundations, the context of working, counseling and psychotherapy, organizational implications, community-based interventions, and public policy.

Planning your school-to-career transition: skills for work and life success. 2012. (LC 4019 L767p 2012 RHB).

This hands-on workbook guides teenagers through the uncertainty and anxiety of transitioning to the working world. It includes career transition skills, job search skills, emotional intelligence skills, and life management skills.

Post-traumatic stress disorder and chronic health conditions. 2012. (WM 172.5 P858 2013 RHB).

The focus of this book is on the relationships between post-traumatic stress disorder and chronic health conditions including, but not limited to, substance abuse and dependency, chronic pain, obesity, diabetes and the metabolic syndrome, cardiovascular disease, traumatic brain injury, and other psychiatric conditions.

The process matters: engaging and equipping people for success. Joel Brockner, 2016. (HD 58.8 B864 2016 RHB).

The author discusses how business managers can lead with input, consistency and accountability and still succeed in the results-oriented business world.

Professional writing skills: five simple steps to write anything to anyone. Natasha Terk, 2014. (PE 1413 T318p 2014 RHB).

This book shares techniques to write any kind of business document to present clear information or persuade readers to take action. It unpacks a five-step process to plan the message, it reviews techniques to keep writing clear and concise, and it shows how to apply these principles to e-mail writing.

Promoting positive transition outcomes: effective planning for deaf and hard of hearing young adults. Pamela Luft, 2016 (WV 270 L949 2016 RHB).

Many students struggle with the transition from high school to the next stage of their lives. For deaf and hard of hearing (DHH) students, that struggle can be intensified by barriers and discriminatory attitudes they face in their communities, schools, and workplaces. Though much progress has been made, they are often underemployed and underpaid, and they receive postsecondary training at lower rates than other disability groups. This book explores the reasons for these statistics and offers strategies and resources that can improve outcomes. The author begins with an overview of the historical and current challenges to DHH students and their academic and vocational potential. She explores the importance of forming an identity and building foundational social and problem-solving skills. She then reviews the history of rehabilitation and workforce legislation. She examines the services that are currently available in high schools and offers recommendations for strengthening transition team planning by reaching out to external experts. The volume concludes with suggestions for creating a framework to address the challenges of transition planning for deaf and hard of hearing students and offers guidance on building effective plans.

The smart but scattered guide to success: how to use your brain's executive skills to keep up, stay calm, and get organized at work and at home. Peg Dawson, 2016. (BF 637 S4 D272 2016 RHB).

This book provides a state of the art resource specifically geared to adults. It offers expert guidance for boosting executive skills, the core brain based abilities needed to get more done with less stress. Readers will be drawn in by realistic examples, self quizzes, and science based tools for strengthening time management, organization, emotional control, and more. And what you can't change, you can work around! The book is packed with simple yet effective strategies for maintaining focus, conquering clutter, staying on top of work demands, and taming the chaos of family life.

Smart but scattered teens: the "executive skills" program for helping teens reach their potential. Richard Guare, 2013. (WS 350.8 A8 G914 2013 RHB).

This positive guide provides a science-based program for promoting teens' independence by building their executive skills, the fundamental brain-based abilities needed to get organized, stay focused, and control impulses and emotions. Learn step-by-step strategies to help a teen live up to his or her potential while making the family relationship stronger.

The stigma of disease and disability: understanding causes and overcoming injustices. 2014. (WB 320.3 S855 2014 RHB).

People with physical or mental disabilities such as HIV, substance abuse, cancer, or depression are negatively affected not only by the disease but also by others' negative reactions to it. This book prepares advocates and health care professionals to more effectively fight the social injustice of stigma and better support the families of those with disabilities. Readers will gain a solid understanding of the common experience of stigma as well as how to combat prejudiced responses to ten disabilities, including childhood disorders, obesity, and Alzheimer's disease.

Taking control of anxiety: small steps for getting the best of worry, stress, and fear. Bret A. Moore, 2014. (WM 172 M821 2014 RHB).

This book presents well-established methods for reducing anxiety. Using case examples and providing techniques, the book teaches readers to identify and prevent the negative effects of anxiety. The author explains the pros and cons of anxiety medications and offers guidance for finding professional help.

When psychological problems mask medical disorders: a guide for psychotherapists, 2nd ed. James Morrison, 2015. (WM 90 M879 2015 RHB).

This book helps practitioners think outside the mental health box and recognize when a client may urgently need a medical evaluation. Part I provides an accessible overview of symptoms that can be observed in a standard mental status examination and may point to medical illness. Case vignettes and interviewing pointers help readers hone their diagnostic skills. Part II presents concise facts, including basic medical information and physical and mental symptoms, on more than 60 diseases and syndromes.

Women, work, and autoimmune disease: keep working, girlfriend! Rosalind Joffe, 2008. (WD 305 J64 2008 RHB).

This book is for women who live with chronic illness. It encourages them to stay employed to preserve their independence and sense of self. The authors look at what it takes to be successful in a job while managing a chronic illness, including developing strategies and tactics, evaluating communication skills, building a support team, and considerations for self-employment.

The wonderful world of work: a workbook for aspertheens. Jeanette Purkis, 2014. (WM 203.5 P985w 2014 RHB).

This hands-on workbook demystifies the world of work, helping teens with autism figure out what kind of job might suit their skills and interests and how to go about getting it.

New E-Books

The following books and many more titles are available electronically to TWC-VRS staff. You may access them on a computer or mobile device.

To access, please contact the DSHS Library at library@dshs.state.tx.us or call (512) 776-7559 or toll-free 1-888-963-7111 x7559.

- **100 questions and answers about chronic pain.** Vladimir Maletic (2012).
- **Activities to enhance social, emotional, and problem-solving skills: ninety activities that teach children, adolescents, and adults skills crucial to success in life.** John M. Moulhoff (2014)
- **AMA guides to the evaluation of work ability and return to work.** Mark H. Hyman (2014)
- **An Asperger leader's guide to living and leading change.** Rodalind Bergemann (2014)
- **Assistive technology and science.** Cathy Bodine (2013)
- **Career counseling: holism, diversity, and strengths.** Norman C. Gysbers (2014)
- **The Cleveland Clinic manual of headache therapy.** Deborah E. Tepper (2014)
- **College for students with disabilities: we do belong.** Pavan John Antony (2015)
- **The complete guide to overcoming depression.** Paul Gilbert (2013)
- **Crisis in the American heartland: disasters & mental health in rural environments: volume 2, coming home: challenges of returning veterans.** George W. Doherty (2013)
- **Disabilities sourcebook.** (2016)
- **Disability management and workplace integration.** (2011)
- **Educating children with acquired brain injury.** Sue Walker (2005)
- **The ex-offender's guide to a responsible life: a national directory of re-entry tips and resources.** Harvey E. Shrum (2012)

- **Expert resumes for managers and executives.** Wendy S. Enelow (2012)
- **The field guide to the 6Ds: how to use the six disciplines to transform learning into business results.** Roy V.H. Pollock (2014)
- **Foundations of forensic vocational rehabilitation.** Rick H. Robinson (2014)
- **Gallery of best resumes.** David F. Noble (2012)
- **Health and healing after traumatic brain injury: understanding the power of family, friends, community, and other support systems.** John Wright (2013)
- **High performance hiring: select the best every time.** Robert W. Wendover (2010)
- **How everyone on the autism spectrum, young and old, can become resilient, be more optimistic, enjoy humor, be kind, and increase self-efficacy: a positive psychology approach.** June Groden (2012)
- **How to succeed in employment with specific learning difficulties: a guide for employees and employers.** Amanda Kirby (2014)
- **Intrinsic motivation at work : what really drives employee engagement.** Kenneth Wayne Thomas (2009)
- **Introduction to clinical methods in communication disorders.** Rhea Paul (2014)
- **Kinesiology for dummies.** Steve Glass (2014)
- **Letters to the home front: positive thoughts and ideas for parents bringing up children with developmental disabilities, particularly those with an Autism Spectrum Disorder.** John Clements (2013)
- **The manager's employee engagement toolbox.** Peter R. Garber (2013)
- **Managing as a ground floor leader.** Daniel Schwartz (2016)
- **Mastering the job interview and winning the money game.** Kate Wendleton (2014)
- **Measuring health and disability: manual for WHO Disability Assessment Schedule WHODAS 2.0.** T.B. Ustun (2010)
- **Occupational therapy in community-based practice settings.** Marjorie E Scaffa (2014)
- **Overcoming employment barriers: 127 great tips for burying red flags and finding a job that's right for you.** Ronald L. Krannich (2016)
- **Packaging yourself: the targeted resume.** Kate Wendleton (2014)
- **Pain: a political history.** Keith Wailoo (2014)
- **Pain sourcebook.** Karen Bellenir (2014)
- **Personality disorders.** Omega Bernstein (2012)
- **Perspectives on bullying: research on childhood, workplace, and cyberbullying.** Roland D. Maiuro (2015)
- **Public administration and disability: community services administration in the US.** Julie Ann Racino (2015)
- **The quick resume & cover letter book: write and use an effective resume in only one day.** J. Michael Farr (2011)
- **Reclaiming happiness: 8 strategies for an authentic life and greater peace.** Nicola Phoenix (2011)
- **Rehab clinical pocket guide: rehabilitation medicine.** Kimberly A. Sackheim (2013)
- **Resumes 3.0: tools to find your next job.** Katherine Burik (2013)
- **Schizophrenia: recent advances in diagnosis and treatment.** Rajiv Tandon (2014)
- **Surgery Sourcebook.** Amy L. Sutton (2013)
- **The trainer's warehouse book of games: fun and energizing ways to enhance learning.** Elaine Biech (2008)
- **Trust in transition: navigating organizational change.** Bob Whipple (2014)
- **Vulnerability to psychopathology: risk across the lifespan.** Joseph M. Price (2010)
- **You raised us, now work with us: millennials, career success, and building strong workplace teams.** Laureen Stiller Rikleen (2014)

New DVDs

We have added several new audiovisuals to the Rehabilitation Library. To borrow any item, please contact the library at avlibrary@dshs.state.tx.us or call (512) 776-7260 or toll-free 1-888-963-7111 x7260. The online library catalog at www.texashealthlibrary.com lists additional materials.

Dress and groom for career success. 27 min. 2016. (DD0749).

Viewers learn how to dress for interviews and how to dress once they are in a new job. They will also understand the most effective ways to make a great first impression. Employers and hiring managers explain their expectations for grooming and behavior. Budget-friendly tips for finding the right clothes on a tight budget are provided.

Intellectual disability. 15 min. 2010. (DD0750).

Viewers learn about the history of the term intellectual disabilities, how the term has evolved over time, the causes of intellectual disabilities, and the most common myths. People with intellectual disabilities explain how they want people to treat them.

Jason: a triumph of the human spirit. 52 min. 2014. (DD0746).

Jason, a man who is blind and has a communication disorder, tells the viewer his life story. He recounts his personal struggles and successes. His mother shares her memories of raising a child with multiple disabilities.

Jobs in child development. 29 min. 2010. (DD0727).

A variety of professionals are employed by proud parents and concerned care providers to ensure the health, education and general well-being of their children. Gain insight into the personality and skills required to become a social worker, developmental therapist, childcare worker and teacher. Learn what these jobs entail as well as other careers relating to the growth and development of children.

Jobs in clothing textiles and fashion. 24 min. 2010. (DD0728).

Viewers explore the world of fashion by witnessing a day in the life of a clothing designer, fashion journalist, and boutique owner while learning about other career opportunities available in the clothing and textiles industry.

Jobs in food and nutrition. 30 min. 2010. (DD0729).

Many people don't realize where, or who, their food comes from. But farmers, chefs, scientists and health care workers all play a role in the story of what we eat every day. Learn how these professionals combine their efforts to produce, prepare, develop and evaluate food and ensure nutrition. Discover related jobs and the education and experiences beneficial to building a career in food and nutrition.

Jobs in housing and interior design. 29 min. 2010. (DD0730)

Viewers will explore the careers of an architect, general contractor, and interior designer, and other related careers. They will learn how the combined knowledge of these professionals turns the idea of a house into a reality. See what each job entails, from planning to meeting with clients, to solving problems, and completing a project. Discover the role business skills play and the type of education required.

Mastering the environment through audition, kinesthesia, and cognition. 35 min. 2011. (DD0748).

This DVD focuses on a visually impaired traveler's ability to process auditory input in independent travel, especially while preparing to work with a guide dog. It provides clear, well-paced, and thorough explanations of critical auditory, kinesthetic, distance estimation, and static and dynamic alignment skills needed for safe and efficient travel. The video features demonstrations in a variety of settings and graphics. It includes fully accessible menus. Both English and French translations are included on the same DVD.

Power talking: how to say what you mean and get what you want. 125 min. 2003. (DD0745).

In this communication skills training video, expert George Walther shares the knowledge, skills, and insights necessary to improve your communication skills. Viewers will learn specific ideas on how to be more positive,

more persuasive, improve a first impression, improve teamwork, and use positive language to serve at a higher level. Whether routinely communicating with co-workers or clients, or defusing hostile customers, or seeking to build sales cooperation, or simply aiming to project a more positive image for your organization, you'll see results fast with this content-loaded communication skills training video.

Soft skills in the workplace, 2nd ed. 35 min. 2016. (DD0752).

This video discusses the importance of soft skills in the workplace through engaging vignettes and interviews with hiring managers. Viewers will discover how to use and improve their soft skills to be more productive on the job and successful in their careers. The video is divided into five sections: making a professional impression; acting with integrity; communicating effectively; working as part of a team; and pushing yourself to succeed.

Take ten volume 2: ten minute leadership lessons for teams. 100 min. 2012. (DD0747).

This DVD contains leadership lessons presented by well-known authors and speakers from the Global Leadership Summit faculty. Topics include challenge assessment (Bill Hybels), vision (Jack Welch), strategy for giving (Blake Mycoskie), managing foolish people (Henry Cloud), and entrepreneurship (Len Schlesinger).

What do you do when you see a blind person. 16 min. 2010. (DD0751).

Through the entertaining and humorous experiences of Mark Johnson, a computer programmer who is blind, and Dave Simon, a salesman who is not blind, this video demonstrates simple ways to provide assistance, if needed, to someone who is blind or visually impaired.

Your job search: navigating the roads to employment. 23 min. 2011. (DD0731).

This DVD includes two versions of the program: one to play straight through, and one with stopping points for structured student activities. This program illuminates the job search process. Employers offer insights to reinforce the importance of networking, proper attire (and attitude) for a job fair, and what to expect when applying for a job. Job seekers will learn how to develop a search plan by using multiple methods to find a job in no time.

Featured Journal Articles

If you would like to receive the full text of any journal articles, please contact the library at (512) 776-7559, toll-free 1-888-963-7111 ext. 7559, or e-mail library@dshs.state.tx.us.

Autonomy, self-realization, and self-advocacy and the school- and career-related adjustment of adolescent girls with disabilities. Doren B, Kang HJ. *Career Dev Transit Except Individ*. 2016;39(3):132-143.

The purpose of the current study was to identify component elements of self-determination that may promote positive or buffer negative school- and career-related adjustment of adolescent girls with disabilities or with multiple risk factors. Autonomy, self-realization, and self-advocacy were examined together to ascertain both their cumulative and unique contributions to indicators of school- and career-related adjustment of 111 adolescent girls. Results of hierarchical regression analyses indicated that together these component elements were significantly and positively associated with indicators of school- and career-related adjustment, after controlling for the effects of demographic covariates. Autonomy was the most consistent and robust predictor while self-realization and self-advocacy each contributed to aspects of adjustment across school and career domains.

Cognitive and clinical indicators of employment assistance needs from a national survey of individuals living with psychosis. Waghorn G, Hielscher E, Saha S, McGrath JJ. *Psychiatr Rehabil J*. 2016;39(2):112-9.

Objective: The aim of this secondary analysis was to explore global functioning, course of illness (the number of episodes since onset and the degree of recovery between episodes), duration of illness, and cognitive ability as potential indicators of the extent of employment assistance needs. Method: A secondary analysis of Australia's second national survey of psychosis was undertaken. Screening for psychosis took place during March, 2010 at 7 national locations, within public mental health services and nongovernment organizations. Next, 1,825 of the 7,955 who screened positive for psychosis were randomly selected and completed face-to-face interviews. Of

those, 1,619 also completed the Digit Symbol Coding Test (DSCT), a measure of current general cognitive ability. Results: In epidemiological surveys, employment status is an important proxy indicator of employment assistance needs. The strongest correlates of any versus no employment in the current survey were: global functioning as represented by Personal and Social Performance Scale (PSP) total score, age, general cognitive ability as represented by DSCT scores, course of illness, and educational attainment. These correlates persisted following adjustment in a multivariate model. Conclusions and implications for practice: Subject to the limitations identified, global functioning, cognitive ability, and course of illness were the most promising clinical and cognitive indicators of more intensive employment assistance needs. The demographic variables age and educational attainment indicated additional labor market disadvantage, which could also help to identify those more likely to need intensive employment assistance. These results inform further investigations aimed at developing a practical measure of employment-related psychiatric disability.

Disproportionate opportunities: fostering vocational choice for individuals with intellectual disabilities.

McDaniels B. *J Vocat Rehabil.* 2016;45(1):19-25.

Background: Consumer preference and choice have been established as imperatives in effective employment service delivery for individuals with disabilities. Individuals with intellectual disabilities (ID), however, may face barriers in employment services that restrict their choices and opportunities for career development. Objective: The purpose of the current study is to analyze the vocational rehabilitation outcomes for individuals with ID compared with consumers with other disabilities in terms of the range of employment settings and earnings at closure. Methods: Rehabilitation Services Administration data for a southeastern US state were attained through the ExploreVR database for this analysis. Results: The results indicate that individuals with ID were placed into food preparation and serving-related occupations (24.1%) and building and grounds cleaning/maintenance occupations (28.2%) at a disproportionately high rate relative to those in other disability categories. Mean weekly earnings for these categories were from 24% to 39% below the mean weekly earning across all available occupational categories. Conclusion: The results are discussed in terms of their implications for best practices in vocational rehabilitation with individuals with ID, and potential improvements to current practice are discussed.

Employer perceptions of the employability of workers in a social business. Krupa T, Howell-Moneta A, Lysaght R, Kirsh B. *Psychiatr Rehabil J.* 2016;39(2):120-8.

Objective: This study examined employer perceptions of employability of job candidates working in a social business for people with mental illnesses. Method: Using an analogue research design, 99 employers participated in a simulated job hiring process, rating 2 applicants on potential to do the job, fit with workplace culture and likelihood of hiring. One job applicant worked in a social business, and the second was either (a) working in a conventional business, (b) with employment lapse attributable to mental health issues, or (c) with an unexplained employment lapse. Paired samples t tests were used to compare ratings. Qualitative data were collected regarding the rationale for rankings and a content analysis was conducted. Results: Employer rankings were significantly higher for the applicant working in a social business compared to either applicant with an employment lapse. Employers rated the candidate working in a conventional business significantly higher compared with the candidate in a social business only on ratings of likelihood to hire. Employers valued the recency of work experience in the social business, citing concerns about risks associated with employment lapses. Their comments suggested a lack of understanding of the nature of social business. Conclusions and implications for practice: Experience in a social business appears to lessen the disadvantage of unemployment in the job hiring process, but does not appear to be ranked on par with experience in the conventional workforce. The social business sector could benefit from considering ways to publically portray these work opportunities to enhance acceptance and inclusion.

Employment of Latinos with disabilities: the impact on academic/work self-concept. Becton A, Fischer J, Ysasi N, Diallo A, Castillo Y. *J Applied Rehabilitation Counseling.* 2016;47(2):3-9.

As the projected growth of Latinos in the United States is substantially high and unemployment rates significantly low, the need exists for rehabilitation professionals to be aware of factors affecting successful employment outcomes. Subsequently, self-concept has been considered a contributing factor affecting employment outcomes, although varying results exist. In view of job placement services often provided through vocational rehabilitation (VR) agencies and/or community rehabilitation programs (CRP), this study investigated the relationship of various self-concept variables and academic/work concept as measured by the Tennessee Self Concept Scale 2 (TSCS2) with job placement practice. Results indicated significant relationships among Identity; and Satisfaction,

and Academic/Work self-concept. In addition, Family, Physical, and Identity self-concepts were positively correlated with number of days in job placement sendees prior to employment. The implications for rehabilitation professionals are discussed.

Factors associated with return to work in men and women with work-related traumatic brain injury. Xiong C, Martin T, Sravanapudi A, Colantonio A, Mollayeva T. *Disabil Health J.* 2016;9(3):439-48.

Background: Symptoms that persist subsequent to a work-related traumatic brain injury (wrTBI) influence the ability to return to work (RTW) and indicate areas of functional disability, as classified in the International Classification of Functioning, Disability and Health (ICF) framework. Objective: The purpose of this study was to describe the relationship between RTW status and ICF framework domains in men and women with a wrTBI. Methods: A retrospective chart review of 209 consecutive workers with TBI (mild TBI: 71.8%; mean age: 40.2 ± 11.1, men: 71.3%) was conducted. Workers were assessed during the chronic post-injury phase, at the neurology service of a large rehabilitation hospital in Ontario, Canada in 2003. Frequency distributions were calculated and chi-square tests performed. Results: At the point of assessment, 78.0% of workers were in receipt of disability benefits, while the remainder had returned to work on a full- or part-time basis. Significant differences were observed in the Body Functions and Structures domain of the ICF model, specifically clinical diagnoses of depression, anxiety, pain disorders; self-perceived cognitive disturbance, and certain psychosocial factors ($p < 0.05$), between workers who had returned to work and those who had not. When stratified according to sex, these associations remained significant only in men. Conclusions: The factors outlined above should be subject to further TBI research, as indicators for RTW. The lack of significant findings in women warrants further exploration of variables within the physical and social environmental domains of the ICF.

In-vivo job development training among peer providers of homeless veterans supported employment programs. Gao N, Dolce J, Rio J, Heitzmann C, Loving S. *Psychiatr Rehabil J.* 2016;39(2):191-2.

Topic: This column describes a goal-oriented, time-limited in vivo coaching/training approach for skills building among peer veterans vocational rehabilitation specialists of the Homeless Veteran Supported Employment Program (HVSEP). Purpose: Planning, implementing, and evaluating the training approach for peer providers was intended, ultimately, to support veterans in their goal of returning to community competitive employment. Sources used: The description draws from the training experience that aimed to improve the ability of peer providers to increase both rates of employment and wages of the homeless veterans using their services. Conclusions and implications for practice: Training peers using an in vivo training approach provided a unique opportunity for the veterans to improve their job development skills with a focus to support employment outcomes for the service users. Peers who received training also expressed that learning skills through an in vivo training approach was more engaging than typical classroom trainings.

Personal, environmental, and service-delivery determinants of employment quality for state vocational rehabilitation consumers: a multilevel analysis. Fong C, Chia-Chiang W, Fitzgerald S, Muller V, Ditchman N, Menz F. *J Vocat Rehabil.* 2016;45(1):5-18.

Background: This study used the World Health Organization's International Classification of Functioning, Disability and Health (ICF) framework to examine the individual and interactional impact of personal characteristics, state vocational rehabilitation (VR) services, and state environmental factors on employment quality for people with disabilities served by the state-federal VR system. Design: Quantitative descriptive research design using multilevel analysis. Participants: Data extracted from the Rehabilitation Services Administration (RSA) case service report (RSA-911) database and other related databases from FY 2007 to 2009 were analyzed using multilevel (hierarchical) linear modeling to investigate patterns explaining variations among state VR agencies in achieving quality employment outcomes for consumers whose cases were closed successfully. Results: Consumer characteristics predominantly predicted employment quality among the personal, service, and environmental factors studied. Personal factors also explained a considerable amount of between-state differences in quality employment outcomes. Improvement in educational attainment was related to higher employment quality, whereas receiving supported employment and job placement-related services were associated with lower employment quality. Additionally, the proportion of consumers receiving social security benefits in a particular state and state per capita income factors were strong environmental predictors of employment quality. Conclusion: Personal and environmental factors used in the present study were useful in

predicting the quality of employment outcomes of VR consumers. However, developing a better measurement model for assessing quality employment and including additional factors in future research is warranted.

Professional preparedness and perspectives on transition for individuals who are deaf or hard-of-hearing.

Cawthorn SW, Garberoglio CL, Caemmerer JM, et al. *Career Dev Transit Except Individ.* 2016;39(3):144-153. This article presents results from a large-scale study of professionals who work with individuals who are deaf or hard-of-hearing (DHH). Participants were 1,345 professionals who work in a variety of roles, including educators, administrators, interpreters, vocational rehabilitation agency staff, and allied service providers. Participants shared their perspectives on transition experiences for individuals who are DHH, as well as their own preparedness to support their clients through this process. Data come from a national survey, interviews, and focus groups. Results demonstrate that professionals' years of experience was a significant predictor of multiple outcomes, even when controlling for characteristics of professionals and their clients. Discussion includes implications of these findings for practice and areas for future research.

Rural and urban supported employment programs in the Veterans Health Administration: comparison of barriers and facilitators to vocational achievement for veterans experiencing mental illnesses. Kukla M, McGuire AB, Salyers MP. *Psychiatr Rehabil J.* 2016;39(2):129-36.

Objective: The purpose of this mixed-methods study was to compare urban and rural supported employment programs on barriers and facilitators with employment for veterans experiencing mental illnesses.
Method: A national sample of 114 supported employment staff, supervisors, and upper level managers employed by the Veteran's Health Administration were recruited. Participants completed an online survey of work barriers and facilitators, including open-ended questions regarding additional factors that impact the work success of veterans. Survey responses were compared between participants from rural (n = 28) and urban (n = 86) programs using independent groups t tests. Open-ended questions were analyzed using content analysis. **Results:** Supported employment personnel from rural programs perceived significantly more barriers to work success compared with urban personnel, particularly in the areas of access to services and a range of job-related factors, including job match and interpersonal relationships at the work site. In contrast, participants from urban programs reported greater facilitators in the domain of mental health services. Qualitative findings add depth to the quantitative findings and highlight challenges in rural supported employment programs impacting job development and job fit. Both urban and rural programs experienced unique barriers related to geography and transportation. **Conclusions and implications for practice:** Findings from this nationwide mixed-methods survey provide a comprehensive picture of the obstacles to employment success for veterans living with mental illnesses and receiving supported employment services in rural areas. Suggestions for changes in policy related to services and resource allocation are presented to address these unique barriers, particularly in rural areas.

VR service patterns and employment outcomes of transition-aged youth. Oswald G. *J Appl Rehabil Couns.* 2016;47(2):20-26.

The purpose of this study was to descriptively explore the service provision of transition-aged youth in a state vocational rehabilitation (VR) agency and to determine if predictor variables could be identified for successful employment outcomes through logistic regression. At closure, more than half the participants were closed successfully in competitive employment. The majority were working in sendee, clerical and sales, or professional/technical/managerial positions after receiving VR sendees focused on understanding the consumer's needs and creating appropriate plans, preparing for a job, obtaining a job and then retaining employment. Implications for transition and rehabilitation practice include the necessity of specific transition-related training for VR counselors.

Why can't we fund supported employment? Mueser KT, Cook JA. *Psychiatr Rehabil J.* 2016;39(2):85-9.

Work is one of the most valued social rules in modern society, contributing to a person's sense of economic well-being, self-esteem, personal identity, and social status. Conversely, the inability to work or sustain employment due to a psychiatric condition is the primary factor in determining eligibility for disability benefits, such as Social Security Disability Income or Social Security Supplemental Income. Just as work is valued strongly by society, it is also important to people with serious mental illness. In this editorial, we contemplate why we cannot "do the right thing" and fully fund supported employment for persons with serious mental illness.

The workplace discrimination experiences of people with multiple sclerosis across three phases of Americans with Disabilities Act implementation. Roessler R, Rumrill Jr. P, Jian L, McMahon B. *J Vocat Rehabil.* 2016;45(1):27-41.

Background: This study investigated the experiences with the Equal Employment Opportunity Commission (EEOC) of adults with multiple sclerosis (MS) across three phases of Americans with Disabilities Act (ADA) implementation: Phase I (pre-Sutton decision era, 1992–1999), Phase II (Sutton decision era, 2000–2008), and Phase III (ADA Amendments Act era, 2009–2011). Objective: Research questions addressed differential (a) characteristics of charging parties and respondents, (b) patterns in the number and type of allegations, and (c) proportions of merit and non-merit EEOC judgments. Methods: The study utilized data from the Integrated Mission System of the U.S. EEOC. Results: Findings indicated that proportionally more women and Hispanic adults with MS filed claims during Phases II and III than during Phase I. More older individuals and African Americans with MS filed claims during Phase III than during Phases I and II. In Phase I, adults with MS were more likely to allege discrimination against smaller employers and less likely to file charges against larger employers, a trend that reversed during Phases II and III. The annual number of resolved EEOC charges appeared to increase during Phase I, increase then decrease in Phase II, and increase during Phase III. Regardless of phase, most allegations pertained to either unlawful discharge or failure to provide reasonable accommodations. Although higher in Phase III than in I, the percentage of EEOC merit decisions was highest in Phase II. Conclusion: Over time, more typically disenfranchised individuals sought ADA protections, possibly due to publicity, support from advocates, and membership in a culture supporting diversity and nondiscrimination. The increased number of resolved allegations in Phase III was consistent with the greater inclusiveness attributed to the ADA Amendments Act. Interpretation of other findings is provided regarding characteristics of respondents, types of allegations, and trends in EEOC merit decisions.