

Myth vs. Reality

Choosing an Employment Path for an Individual with Brain Injury

Myth: It is easy to assess the employability of a individual with brain injury within a one hour intake session.

Reality: Survivors of brain injury experience deficits that range from memory impairments to organizational deficits to significant behavioral concerns. No two brain injuries are alike and many common deficits following a brain injury are not easy to spot in a brief meeting.

Myth: The only way to assess the employability of a survivor of brain injury is to have the individual participate in situational assessments.

Reality: Though situational assessments are an excellent tool for assessing an individual's ability to perform job-specific skills, they may not provide enough information on general vocational skills and the ability of the individual to maintain a job. Employee Development Services provides information that a situational assessment cannot provide.

Myth: A brain injury clubhouse is only meant to support individuals who are not ready to pursue competitive employment.

Reality: Clubhouse membership offers survivors of brain injury support throughout a job case and can provide crucial support in the maintenance of a job placement after the vocational case is closed. Any and all individuals with brain injury, regardless of vocational goal or employability, can benefit from the clubhouse!

EDS in Context

Employee Development Services complements other services in a vocational plan to support a successful job placement. Listed below are some of the practical applications of EDS when paired with supported employment:

- **Used before a supported employment case,** EDS can be used to assess employability, develop realistic expectations for job choice, reintroduce an individual to a work schedule and create a lasting support network.
- **Used in conjunction with a supported employment case,** EDS can be used to fine tune general work skills and provide a support base for the job coach.
- **Used after a failed supported employment case,** EDS can be used to assess future employability or address specific concerns raised in past efforts toward employment.

Employee Development Services

Virginia's Brain Injury Clubhouses

The Mill House
Richmond, VA
(804) 261-7050

The Denbigh House
Newport News, VA
(757) 833-7845

ADAPT Clubhouse
Alexandria, VA
(703) 799-9410

Westwood Clubhouse
Fredericksburg, VA
(540) 785-8836

Phoenix Star Clubhouse
Roanoke, VA
(540) 904-5903

High Street Clubhouse
Charlottesville, VA
(434) 220-4596

Vocational Assessment through a Brain Injury Clubhouse

Employee Development Services

The Employee Development Service (EDS) program is an innovative vocational service specifically designed to assess the work readiness of survivors of brain injuries and to facilitate the development of skills, attitudes, work behaviors, and functional capacities necessary for successful return to work.

EDS Service Structure

The EDS program provides assessment, skill development, and ongoing support through the following service structure:

- **First 30 Days of Service:** Comprehensive Assessment & Development of the Member Portfolio
- **Second 30 to 60 days of Service:** Targeted development of behavioral, social, and work skills found to be potential barrier areas during assessment.
- **Post EDS:** Ongoing support and reinforcement provided through lifelong clubhouse membership.

The FAQs of EDS

Who would benefit from participating in EDS?

Any individual with a brain injury who has a goal to return to work could benefit from participating in EDS.

Does EDS evaluate an individual's ability to perform job specific duties?

No. The purpose of EDS is to evaluate generalized vocational skills after a brain injury. For a list of skills assessed during EDS, please see the adjacent right panel.

What is the Member Portfolio?

As a part of the first 30 days of EDS service, the member and staff complete assessments of work readiness and develop additional resources such as a resume and list of references. Information contained in the Member Portfolio will not only benefit the VR Counselor in establishing further goals for the vocational case, but also benefit a job coach in quickly understanding member strengths, needs, and barriers to employment.

How long does EDS last?

EDS is a time-limited service that lasts 30 to 90 days. Based on an assessment of work readiness completed in the first 30 days of service, participants may receive an additional 30-60 days of service dedicated to the development of skills.

Can individuals who participate EDS continue to attend the clubhouse after EDS is completed?

Yes. One of the greatest benefits of participating in EDS is immediate access to clubhouse membership without time limits. By remaining a member, individuals with brain injury who are employed or actively pursuing employment receive ongoing support and benefit from all the services offered through the clubhouse.

EDS Assessment Areas

- Stamina & Endurance
- Punctuality & Attendance
- Ability to Work Independently
- Work Speed & Quality
- Anger Management & Conflict Resolution
- Retention of Information
- Motivation & Self-Initiation
- Personal Appearance & Hygiene
- Interpersonal & Social Skills
- Ability to Work as Part of a Team
- Ability to Follow Directions
- Reading & Writing Ability
- Ability to Identify & Correct Mistakes

To make a referral to Employee Development Services, contact: