*TVR Institute Pre-Assessment Data*

*Summer 2016 – Spring 2017*

**What are your reasons for taking these courses? Please check all that apply:**



|  |  |  |  |
| --- | --- | --- | --- |
| # | Answer | % | Count |
| 1 | Courses are specific to working with American Indians and Alaska Natives | 88.46% | 46 |
| 2 | To improve my TVR skills overall | 96.15% | 50 |
| 3 | Specific TVR skill improvement (understanding of history, writing IPEs, etc.) | 76.92% | 40 |
| 4 | Course(s) are required for my job | 26.92% | 14 |
| 5 | To explore TVR as a possible career | 23.08% | 12 |
| 6 | Courses are available online | 40.38% | 21 |
| 7 | Courses might transfer to a college or university | 34.62% | 18 |
| 8 | Assistance with tuition (all or partial) from TVR Institute | 23.08% | 12 |
| 9 | Other (please explain): | 9.62% | 5 |
|  | Total | 100% | 52 |

Other (please explain):

|  |
| --- |
| Other (please explain): |
| to be a more knowledgeable and effective counselor |
| There is always a need for further education/information |
| The course may help with my decision in obtaining a masters degree. |
| My Director thought this first class/history information would be helpful for my position |
| These courses are not offered in my area |

**Please indicate your level of knowledge related to the following areas: - Level of Knowledge**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Question | No Knowledge |  | Little Knowledge |  | Moderate Knowledge |  | High Degree of Knowledge |  | Very High Degree of Knowledge |  | Total |
| Basic VR terms | 2.70% | 2 | 13.51% | 10 | 45.95% | 34 | 28.38% | 21 | 9.46% | 7 | 74 |
| History of VR and tribal VR | 12.16% | 9 | 33.78% | 25 | 39.19% | 29 | 12.16% | 9 | 2.70% | 2 | 74 |
| VR laws and regulations | 5.41% | 4 | 28.38% | 21 | 52.70% | 39 | 10.81% | 8 | 2.70% | 2 | 74 |
| Medical aspects of various disabilities | 4.05% | 3 | 22.97% | 17 | 50.00% | 37 | 18.92% | 14 | 4.05% | 3 | 74 |
| Vocational implications of various disabilities | 4.05% | 3 | 27.03% | 20 | 44.59% | 33 | 22.97% | 17 | 1.35% | 1 | 74 |
| Psychosocial impacts of disability | 2.70% | 2 | 22.97% | 17 | 56.76% | 42 | 12.16% | 9 | 5.41% | 4 | 74 |
| Cultural perception of disability | 2.70% | 2 | 20.27% | 15 | 47.30% | 35 | 27.03% | 20 | 2.70% | 2 | 74 |
| Concept of "barriers to employment" | 2.70% | 2 | 8.11% | 6 | 52.70% | 39 | 31.08% | 23 | 5.41% | 4 | 74 |
| How "functional limitations" affect employment | 2.70% | 2 | 10.81% | 8 | 52.70% | 39 | 28.38% | 21 | 5.41% | 4 | 74 |
| Establishing rapport with consumers | 2.70% | 2 | 8.11% | 6 | 36.49% | 27 | 36.49% | 27 | 16.22% | 12 | 74 |
| Rehabilitation counseling practices and active listening | 2.70% | 2 | 13.51% | 10 | 47.30% | 35 | 27.03% | 20 | 9.46% | 7 | 74 |
| Ethics and confidentiality | 4.05% | 3 | 1.35% | 1 | 28.38% | 21 | 40.54% | 30 | 25.68% | 19 | 74 |
| TVR program policies and procedures | 4.05% | 3 | 14.86% | 11 | 40.54% | 30 | 35.14% | 26 | 5.41% | 4 | 74 |
| Required elements for TVR eligibility | 4.05% | 3 | 10.81% | 8 | 43.24% | 32 | 31.08% | 23 | 10.81% | 8 | 74 |
| Types of diagnostic tools to document disability | 6.76% | 5 | 22.97% | 17 | 45.95% | 34 | 20.27% | 15 | 4.05% | 3 | 74 |
| Using disability documentation to prepare an eligibility statement | 6.76% | 5 | 22.97% | 17 | 40.54% | 30 | 21.62% | 16 | 8.11% | 6 | 74 |
| Conducting a vocational assessment | 16.22% | 12 | 32.43% | 24 | 33.78% | 25 | 13.51% | 10 | 4.05% | 3 | 74 |
| Helping the consumer to identify a vocational goal | 4.05% | 3 | 20.27% | 15 | 40.54% | 30 | 27.03% | 20 | 8.11% | 6 | 74 |
| Determining consumer job readiness | 4.05% | 3 | 28.38% | 21 | 37.84% | 28 | 22.97% | 17 | 6.76% | 5 | 74 |
| Identifying required services to obtain the vocational goal | 6.76% | 5 | 20.27% | 15 | 37.84% | 28 | 29.73% | 22 | 5.41% | 4 | 74 |
| Exploring comparable services and benefits | 5.41% | 4 | 28.38% | 21 | 32.43% | 24 | 29.73% | 22 | 4.05% | 3 | 74 |
| Partnering with the consumer to create the IPE | 8.11% | 6 | 14.86% | 11 | 40.54% | 30 | 25.68% | 19 | 10.81% | 8 | 74 |
| Providing VR services under the IPE using appropriate cultural protocols | 8.11% | 6 | 21.62% | 16 | 40.54% | 30 | 22.97% | 17 | 6.76% | 5 | 74 |
| Providing traditional healing services | 13.51% | 10 | 29.73% | 22 | 33.78% | 25 | 12.16% | 9 | 10.81% | 8 | 74 |
| Assistive technology | 10.81% | 8 | 25.68% | 19 | 45.95% | 34 | 16.22% | 12 | 1.35% | 1 | 74 |
| Required case documentation | 4.05% | 3 | 13.51% | 10 | 41.89% | 31 | 21.62% | 16 | 18.92% | 14 | 74 |
| Managing multiple cases | 5.41% | 4 | 18.92% | 14 | 29.73% | 22 | 28.38% | 21 | 17.57% | 13 | 74 |
| Organization and time management | 2.70% | 2 | 14.86% | 11 | 33.78% | 25 | 36.49% | 27 | 12.16% | 9 | 74 |
| Collaboration with other counselors and programs | 4.05% | 3 | 16.22% | 12 | 33.78% | 25 | 31.08% | 23 | 14.86% | 11 | 74 |
| Advocating for VR with other departments, programs, and tribal council | 4.05% | 3 | 24.32% | 18 | 33.78% | 25 | 25.68% | 19 | 12.16% | 9 | 74 |
| Monitoring consumer progress in the IPE | 4.05% | 3 | 16.22% | 12 | 41.89% | 31 | 28.38% | 21 | 9.46% | 7 | 74 |
| Accessing and using labor market information | 10.81% | 8 | 28.38% | 21 | 40.54% | 30 | 16.22% | 12 | 4.05% | 3 | 74 |
| Job search skills and job development strategies | 1.35% | 1 | 22.97% | 17 | 39.19% | 29 | 25.68% | 19 | 10.81% | 8 | 74 |
| Communicating with employers | 4.05% | 3 | 24.32% | 18 | 37.84% | 28 | 24.32% | 18 | 9.46% | 7 | 74 |
| Job placement strategies | 5.41% | 4 | 33.78% | 25 | 35.14% | 26 | 18.92% | 14 | 6.76% | 5 | 74 |
| On-the-job training | 8.11% | 6 | 25.68% | 19 | 40.54% | 30 | 16.22% | 12 | 9.46% | 7 | 74 |
| Supported employment | 9.46% | 7 | 35.14% | 26 | 32.43% | 24 | 14.86% | 11 | 8.11% | 6 | 74 |
| Types of case closure and documentation | 6.76% | 5 | 28.38% | 21 | 29.73% | 22 | 22.97% | 17 | 12.16% | 9 | 74 |
| Post-employment services | 5.41% | 4 | 31.08% | 23 | 35.14% | 26 | 21.62% | 16 | 6.76% | 5 | 74 |
| Caseload data gathering | 6.76% | 5 | 24.32% | 18 | 37.84% | 28 | 20.27% | 15 | 10.81% | 8 | 74 |

**Application of Information**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| # | Question | Never Use |  | Use Yearly |  | Use Monthy |  | Use Weekly |  | Use Daily |  | Total |
| 1 | Basic VR terms | 4.05% | 3 | 5.41% | 4 | 4.05% | 3 | 12.16% | 9 | 74.32% | 55 | 74 |
| 2 | History of VR and tribal VR | 12.16% | 9 | 27.03% | 20 | 29.73% | 22 | 13.51% | 10 | 17.57% | 13 | 74 |
| 3 | VR laws and regulations | 10.81% | 8 | 8.11% | 6 | 22.97% | 17 | 20.27% | 15 | 37.84% | 28 | 74 |
| 4 | Medical aspects of various disabilities | 10.81% | 8 | 4.05% | 3 | 16.22% | 12 | 24.32% | 18 | 44.59% | 33 | 74 |
| 5 | Vocational implications of various disabilities | 12.16% | 9 | 2.70% | 2 | 17.57% | 13 | 27.03% | 20 | 40.54% | 30 | 74 |
| 6 | Psychosocial impacts of disability | 14.86% | 11 | 1.35% | 1 | 21.62% | 16 | 28.38% | 21 | 33.78% | 25 | 74 |
| 7 | Cultural perception of disability | 12.16% | 9 | 4.05% | 3 | 18.92% | 14 | 25.68% | 19 | 39.19% | 29 | 74 |
| 8 | Concept of "barriers to employment" | 9.46% | 7 | 5.41% | 4 | 9.46% | 7 | 25.68% | 19 | 50.00% | 37 | 74 |
| 9 | How "functional limitations" affect employment | 12.16% | 9 | 4.05% | 3 | 9.46% | 7 | 32.43% | 24 | 41.89% | 31 | 74 |
| 10 | Establishing rapport with consumers | 8.11% | 6 | 4.05% | 3 | 5.41% | 4 | 16.22% | 12 | 66.22% | 49 | 74 |
| 11 | Rehabilitation counseling practices and active listening | 8.11% | 6 | 4.05% | 3 | 4.05% | 3 | 18.92% | 14 | 64.86% | 48 | 74 |
| 12 | Ethics and confidentiality | 4.05% | 3 | 4.05% | 3 | 2.70% | 2 | 8.11% | 6 | 81.08% | 60 | 74 |
| 13 | TVR program policies and procedures | 8.11% | 6 | 6.76% | 5 | 5.41% | 4 | 17.57% | 13 | 62.16% | 46 | 74 |
| 14 | Required elements for TVR eligibility | 10.81% | 8 | 4.05% | 3 | 5.41% | 4 | 21.62% | 16 | 58.11% | 43 | 74 |
| 15 | Types of diagnostic tools to document disability | 13.51% | 10 | 6.76% | 5 | 22.97% | 17 | 25.68% | 19 | 31.08% | 23 | 74 |
| 16 | Using disability documentation to prepare an eligibility statement | 12.16% | 9 | 4.05% | 3 | 16.22% | 12 | 32.43% | 24 | 35.14% | 26 | 74 |
| 17 | Conducting a vocational assessment | 28.38% | 21 | 8.11% | 6 | 31.08% | 23 | 16.22% | 12 | 16.22% | 12 | 74 |
| 18 | Helping the consumer to identify a vocational goal | 13.51% | 10 | 5.41% | 4 | 22.97% | 17 | 33.78% | 25 | 24.32% | 18 | 74 |
| 19 | Determining consumer job readiness | 16.22% | 12 | 6.76% | 5 | 21.62% | 16 | 31.08% | 23 | 24.32% | 18 | 74 |
| 20 | Identifying required services to obtain the vocational goal | 14.86% | 11 | 6.76% | 5 | 20.27% | 15 | 31.08% | 23 | 27.03% | 20 | 74 |
| 21 | Exploring comparable services and benefits | 16.22% | 12 | 5.41% | 4 | 16.22% | 12 | 35.14% | 26 | 27.03% | 20 | 74 |
| 22 | Partnering with the consumer to create the IPE | 17.57% | 13 | 5.41% | 4 | 13.51% | 10 | 32.43% | 24 | 31.08% | 23 | 74 |
| 23 | Providing VR services under the IPE using appropriate cultural protocols | 18.92% | 14 | 6.76% | 5 | 18.92% | 14 | 24.32% | 18 | 31.08% | 23 | 74 |
| 24 | Providing traditional healing services | 32.43% | 24 | 16.22% | 12 | 17.57% | 13 | 20.27% | 15 | 13.51% | 10 | 74 |
| 25 | Assistive technology | 16.22% | 12 | 16.22% | 12 | 35.14% | 26 | 18.92% | 14 | 13.51% | 10 | 74 |
| 26 | Required case documentation | 8.11% | 6 | 5.41% | 4 | 4.05% | 3 | 18.92% | 14 | 63.51% | 47 | 74 |
| 27 | Managing multiple cases | 10.81% | 8 | 4.05% | 3 | 4.05% | 3 | 17.57% | 13 | 63.51% | 47 | 74 |
| 28 | Organization and time management | 8.11% | 6 | 2.70% | 2 | 5.41% | 4 | 20.27% | 15 | 63.51% | 47 | 74 |
| 29 | Collaboration with other counselors and programs | 8.11% | 6 | 2.70% | 2 | 12.16% | 9 | 32.43% | 24 | 44.59% | 33 | 74 |
| 30 | Advocating for VR with other departments, programs, and tribal council | 12.16% | 9 | 9.46% | 7 | 27.03% | 20 | 27.03% | 20 | 24.32% | 18 | 74 |
| 31 | Monitoring consumer progress in the IPE | 13.51% | 10 | 8.11% | 6 | 21.62% | 16 | 27.03% | 20 | 29.73% | 22 | 74 |
| 32 | Accessing and using labor market information | 21.62% | 16 | 13.51% | 10 | 29.73% | 22 | 16.22% | 12 | 18.92% | 14 | 74 |
| 33 | Job search skills and job development strategies | 12.16% | 9 | 4.05% | 3 | 28.38% | 21 | 28.38% | 21 | 27.03% | 20 | 74 |
| 34 | Communicating with employers | 13.51% | 10 | 9.46% | 7 | 35.14% | 26 | 22.97% | 17 | 18.92% | 14 | 74 |
| 35 | Job placement strategies | 16.22% | 12 | 8.11% | 6 | 37.84% | 28 | 16.22% | 12 | 21.62% | 16 | 74 |
| 36 | On-the-job training | 20.27% | 15 | 10.81% | 8 | 36.49% | 27 | 14.86% | 11 | 17.57% | 13 | 74 |
| 37 | Supported employment | 29.73% | 22 | 6.76% | 5 | 32.43% | 24 | 13.51% | 10 | 17.57% | 13 | 74 |
| 38 | Types of case closure and documentation | 10.81% | 8 | 8.11% | 6 | 32.43% | 24 | 25.68% | 19 | 22.97% | 17 | 74 |
| 39 | Post-employment services | 21.62% | 16 | 16.22% | 12 | 31.08% | 23 | 16.22% | 12 | 14.86% | 11 | 74 |
| 40 | Caseload data gathering | 12.16% | 9 | 9.46% | 7 | 24.32% | 18 | 25.68% | 19 | 28.38% | 21 | 74 |

**Are there any other topics that you need training on that were not listed above?**

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| --- |
| Are there any other topics that you need training on that were not listed a... |
| More of the education on the history of VR |
| Cost Services |
| I don't Know |
| Target outcome employment |
| No |
| strategies to do outreach |
| no |
| no |
| N/A |
| Dual Diagnosis |
| Compatible Employment |
| No |
| no |
| How VR services affect SSA benefits |
| no |
| None |
| Case statuses |
| None |
| unknown at this time |
| No |
| not at this time |
| Social Security entitlements and impact of AIVR on those |
| NONE |
| No |
| not at this time no. |
| Case Notes |
| The topics listed above are pretty comprehensive. |
| transition services |
| No |
| Getting consumers to progress |
| Referral process development |
| More definition of cultural protocol and utilizing traditional healing processes in the VR process. |
| What kind of services can/can't provide, more about assertive technology |
| no |
| EVERYTHING |
| No |
| n/a |
| The difference between state and Tribal VR |
| Review of the OMB |
| No |
| no |
| no |
| eligibility supported IPE |
| No |

**How do you anticipate applying this training to your work?**

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| --- |
| How do you anticipate applying this training to your work? |
| Every bit of my learniing will be put in my work ethics and be demostarted everyday of any job I do. It will give me a better understanding with disabilities and how consumers, clients and/or any person can be successful. It will just help me better my outreach I want to do. |
| The knowledge and awareness will allow me to make better choices when providing VR services to individuals with disabilities |
| Write better IPE's |
| using it in case management with customers |
| Hel me do my job better |
| better efficiency in all aspects of VR planning |
| Working with job placement agency |
| Everything, that is taught to us wll bevery helpful to the program, and help be become a better worker. |
| The knowledge I gain from this training will be applied as I learn. |
| Implementing new ideas to bring to our program from this training |
| as a refresher |
| put the info to use for my specific job and to assist counselor |
| I plan to apply this training towards providing my consumers with more efficient and effective services. |
| to work with consumers with a better understanding of their needs to help them in long term employment/careers |
| Overall case management |
| On a daily basis |
| Will use it daily with Consumers |
| It will help me understand my job and what the counselors do more so I can be more supportive of them |
| I anticipate applying this training to my work on a daily basis. |
| i have base knowledge of VR practice but am looking to expand my knowledge to properly train new staff. |
| To utilize on a daily basis. |
| VR is brand new to me. Any information/training will be helpful. |
| To enhance my job skills and abilities in my job |
| Assuring Consumers are administered the best possible services to prepare for, secure, retain, advance in, or regain employment. |
| A lot of this informatiom will be useful in everyday work. |
| I believe that everything listed above with help me at my job |
| Allows me to be more informed about my work |
| I will keep the information that I learn handy and as a great reference when I'm not sure of an answer. |
| Moving up |
| I plan to apply all information learned to our tribal vr program and to increase my confidence in helping eligible consumers to be successful. |
| I hope to gain more knowe |
| I was hired as a Program Assistance with no prior VR experience. This training will give me a much better understanding of the program I support. |
| New knowledge will soon become intuition which will help me make future decisions. |
| I believe it would help me to become a better counselor |
| Keeping materials from the course readily available for easy reference. |
| Being a VR counselor I will use this knowledge on a regular basis |
| I'll use this class to determine what areas I need to get more specific training in. |
| With the training I receive from the TVR institute I plan on being more effective in my job as a Tribal Vocational Rehabilitation Counselor. |
| I am new to our tribal VR program and am looking forward to learning how to apply the program to assist our native american people. |
| It will allow me to gain a better holistic view of TVR and strengthen my supervisory skills in this arena. |
| Helping clients get the right job for them. |
| Learning all i can |
| I plan on using it to improve the services that I provide to tribal members. |
| I feel this information and applied knowledge of not only vocational rehabilitation, but the tribal aspect of it as well, will help me to perform better and to the best of my abilities to provide the consumer with the best possible outcome of success. |
| every aspect when working with consumers and employers and to collaborate with state VR and other counselors |
| Gaining more knowledge to further my abilities as a VRC. |
| By encouraging consumers to move forward |
| Keep updating skills & info. |
| Some aspects of vocational rehab are self taught when you are in an isolated area. Witnessing how it has been done in other places will have a great impact. |
| I expect this will enhance my knowledge base, as well as client service. |
| Strengthen Rules & Regs for staff and other programs within tribes to gain clear understanding of Confidentialty, Consumers to refer, etc. |
| Gives me a more in depth understanding of VR |
| not sure, continue to refer to voc rehab for services |
| knowing the history tvr will help me get emploment and better understand how it works |
| It will give me better ways to serve my consumers and students. |
| More knowledge to utilize with Job Placement |
| Better understanding and use the tools to serve consumers |
| Will be able to apply to my day to day work along with better preparation for Grant Writing |
| I will become more proficient at my job with the knowledge that i hope to gain. |
| The knowledge I gain from this training will enhance my knwledge and abilities to assist service to those with disabilities. |
| I want to learn all aspects of VR Programming to apply best strategies for the consumers |
| Making sure that we are providing all services to client the right way. |
| Using all knowledge learned to better serve my community |