

Volume 15, Number 1 Spring 2014

The COM*PASS Initiative: Reducing Negative Career Thinking and Promoting Workforce Readiness in Poor Youth of Color

R. John Sawyer II, VA Maryland Healthcare System, Stephen Leierer, East Carolina University, Chrisann Schiro-Geist and Emer D. Broadbent, University of Memphis

The Career Opportunities in Memphis to Promote Achievement through Self-Sufficiency (COM*PASS) Initiative was developed in response to the growing need for meaningful and training-rich employment settings for low-income youth in the Summer Youth Employment Program (SYEP) as part of the American Recovery and Reinvestment Act (ARRA) of 2009. COM*PASS provided meaningful work in a university-based environment with training seminars and career guidance to enhance career development. Young workers (N = 166) were paid for a 10-week period providing entry-level assistance to academic and administrative departments. Repeated measures MANOVA indicated that participation in the SYEP reduced overall group dysfunctional career thoughts, decision making confusion, external career conflicts, and career-related anxiety. Further analysis revealed greater reductions in dysfunctional career thoughts in the group with higher versus lower dysfunctional thoughts at baseline. Worker self-report data showed program satisfaction, career aspiration improvements, and greater work-readiness. Supervisor ratings of young workers also suggested high satisfaction with SYEP participants.

Online Distance Education: The JDJP Program Increases the Earning Capacity of Under-Represented Rehabilitation Counseling Professionals

Scott Beveridge and Stacey Karpen, George Washington University

The purpose of this pilot study was to examine the relationship between completion of the Job Development and Job Placement (JDJP) Certificate Program, demographic variables and pre-program and post-program vocational satisfaction and wages. The sample included 30 rehabilitation professionals working full time in the public and private vocational rehabilitation (VR) sectors who had completed the JDJP Program. Correlational analysis of the results from a survey showed that program completion was significantly related to increased post-program wages. Statistically significant correlations existed between years of education and post-program wages; pre-program wages and post-program wages; pre-program wages and pre-program job satisfaction; and race and pre-wages. A statistically significant negative correlation between race and pre-program wages was indicated; however, no statistically significant correlation was found to exist between race and post-program wages. Post-program wages indicated a reduction of the income gap between Caucasian and African American participants by approximately 6%. This study provides support for the JDJP Program as a professionally viable and affordable training alternative for entry-level rehabilitation professionals who may be seeking graduate level education but are unable to meet the financial cost or time commitment required of a full-time master's degree program.

The Use of the Earning Capacity Assessment Form-2 in a Medico-Legal Setting

James A. Athanasou, University of Sydney

The Earning Capacity Assessment Form-2 (ECAAF-2; Shahnasarian, 2010) is a structured interview that assesses the factors that inhibit and facilitate adults' vocational rehabilitation following an acquired disability (e.g., accident, misadventure). The purpose of this study was to provide an introduction to the interpretation of the ECAAF-2 together with a critique of its use in an Australian context. Australian accident victims (N = 87, 45% female, ages 14 to 62) from a medico-legal vocational assessment practice participated in interviews. It was concluded that there are psychometric weaknesses of the Earning Capacity Assessment Form-2 and there are substantive scoring issues to be resolved, but some components may be worthwhile where economic loss is a consideration.

