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Measuring Program Effectiveness of the Assistive Social Skills and Employment Training

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(ASSET) at Happy Brew

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Introduction

- Only 21% of people with disabilities were employed in 2022
- Employment is one of the primary goals for individuals with Intellectual Disabilities (ID)
- With employment comes a sense of purpose, economic benefit, increased quality of life, and an opportunity to network and form friendships
- When looking for a job the goal is to find employment to match the individuals' skills, education, or natural ability

Capstone Site Description

Happy Brew is a non-profit coffee shop located in Jacksonville, FL that provides employment, job training, and leadership opportunities for individuals with intellectual and developmental differences.

Summary of Needs Assessment

- Employers often expect employees to have certain skills or experiences, but are not willing to give them the opportunity to learn and develop the appropriate skills
- Not only is finding a job more difficult for individuals with a disability, but finding satisfaction in that job is more difficult
- Job mismatch is common in this population due to functional, environmental, and social limitations

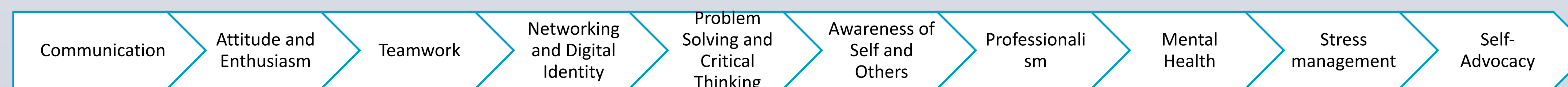


(Assistive Social Skills And Employment Training: Training Manual, 2017)

Literature Review Summary

- Individuals with disabilities experience a higher unemployment rate in comparison to those without disabilities (U.S. Bureau of Labor Statistics, 2024).
- Intellectual disability is a condition characterized by significant intellectual functioning and adaptive behavior limitations that originate before the age of 22 (Defining Criteria for Intellectual Disability, n.d.).
- A study was done to understand the lived experiences of people with ID in the workforce in Saudi Arabia (Alanazi, 2022). Common themes found in the interviews include lack of trust the employers have in the employees, inadequate training, lower salary, and lack of respect.
- Discrepancies in salary was also a theme throughout the interviews. One participant stated, "the salary is not sufficient for people living with disabilities as it is lower when compared to the money that employees without disabilities are paid for the same jobs" (Alanazi, 2022, p. 304).
- Workplace interventions can help support individuals with ID and lead to improved knowledge, attitude, and behavior (Meacham et al., 2021)

Capstone Project Description & Outcomes



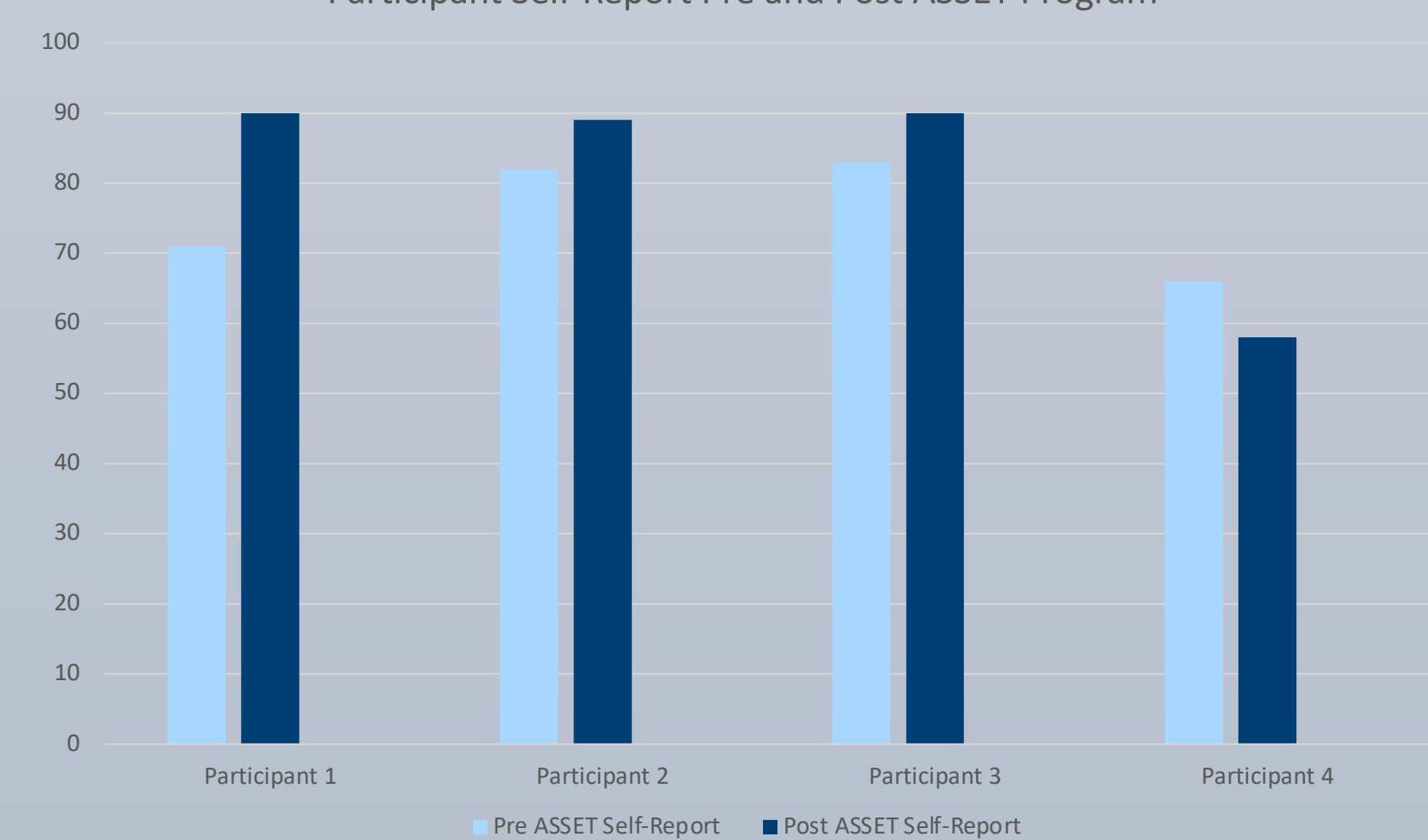
Program Description:

- Assistive Soft Skills and Employment Training (ASSET) is a program created for young adults with disabilities who are interested in joining or maintaining a job in the workforce, who might need training on soft skills
- Soft skills refer to general skills that are not specific to any job but are essential for success
- 12 Modules completed in 10 weeks

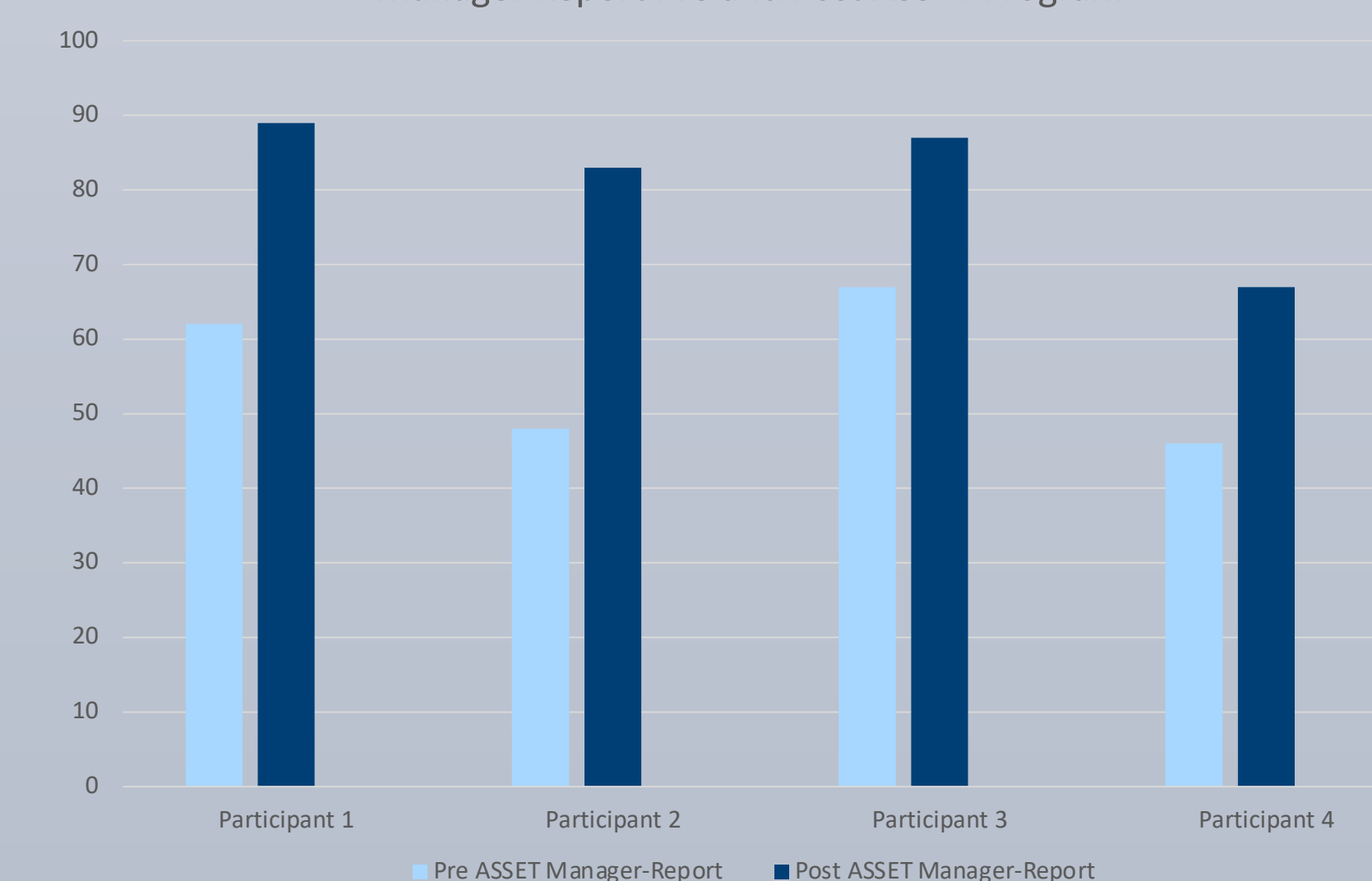
Data Collection:

- Outcome measures were completed one-week pre and post ASSET intervention
 - General Self-Efficacy Scale
 - Pre-ASSET survey to assess perceived ability and confidence to complete work-related soft skills
 - Post-ASSET survey to assess perceived improvement of soft skills among the participants

Participant Self-Report Pre and Post ASSET Program



Manager Report Pre and Post ASSET Program



Capstone Goals Achieved

- I Improved my knowledge and understanding of non-profit organizations and how they carry out their mission
- II Learned in detail about ASSET to help increase work-related skills in young adults with disabilities
- III Measured program effectiveness of the ASSET program to help increase work-related skills in young adults with disabilities

Implications for OT Practice

- OT's can work in vocational settings and provide interventions to improve employee's confidence with work-related soft skills
- Educate employers on accommodations and universal design to promote success for all employees
- Work with employers to provide opportunities and experiences to help employees grow and develop skills

References & Acknowledgements

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References Available Upon Request