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Rehabilitation Research and Training Center (RRTC) on Research and Capacity Building for Minority Entities

Factors affecting effective delivery of vocational rehabilitation services for African American males with substance use disorder: Employment barriers other than disability: A CRT Review

Presenter (s): Joseph Pete, PhD, NCC AP
LU-RRTC State-of-the-Science Conference
September 28-29, 2017
Atlanta Georgia

Presentation Objectives

- 1) To present a CRT review on well documented research evidence on the impact of structural inequality for AA (i.e., young men), how it continue to perpetuate, and affect effective delivery of VR services for AA young men.
- 2) To present key findings on state-federal VR services significant positive impact on employment outcomes for AA young men w/ SUD as a public health intervention (Pete et al., 2015), and preliminary statistics on follow up study (Pete et al., *in progress*)
- 3) Ultimately, promote VR Knowledge Translation initiative (KT) to fill knowledge transfer gap (KTG) to engage and inform community of practice, and improve state-federal VR employment outcomes for persons with disabilities from under-served/represented population .



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NATIONAL INSTITUTE ON DISABILITY,
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REHABILITATION RESEARCH

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Presentation Objectives

- + Keywords: Critical Race Theory Review
- + Sociocultural perspective, structural inequality, African American men, state-federal vocational rehabilitation, public health intervention, social justice counseling



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BACKGROUND

- + Institution of Slavery (*Blassingame, 1972*)
 - + Process of enslavement
 - + Mid Atlantic Voyage
 - + Slave trade
 - + Acculturation
- + Slave Plantation System
 - + De jure discrimination
 - + Separation of families
 - + Deprivation of parental authority
 - + Sexual exploitation of women



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BACKGROUND

+ Economic Deprivation

- + Africans (slaves) defined as chattel (property)
- + Excluded from independent commercial activity or enterprise
- + Right to Own Property
- + Accumulate wealth
- + To contract services

+ Education Deprivation (*Joseph, 1996*)

- + Slaves laws denied right to education
- + Reported for disproportionate number of AA placed in special education during the time of research



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BACKGROUND

- + Emancipation Proclamation (*1863, ratified 1865*)
 - + Reconstruction
 - + Post Slavery
 - + Racial violence

- + Birth of a Nation
 - + Klu Klux Klan
 - + Employ Force and Intimidation
 - + Mob Lynching

- + Mass Incarceration (EJI, 2013)
 - + Re-enslaved
 - + Convict Leasing / voter intimidation / poll tax / literacy test



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BACKGROUND

- + Jim Crow (EJI, 2013)
 - + Restoration of Racial Hierarchy
 - + Mandated De Jure Racial Segregation
 - + Racial Prejudice and Racial Inferiority
 - + Enforced Racial Segregation by Law
- + Advocates for Slavery argue, both science and religion support the fact of White's racial superiority
 - + White People Smarter / Hard working / Morally Evolved
 - + Black People Dumb / Lazy / Child like / Need Guidance and Supervision



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BACKGROUND

- + Civil right Movement:
- + The claim to confederate pride emerged during 1950s and 1960s in faced of what appeared to be a new threat. The Civil Rights Movement. (e.g., can see the resurrection going on now)
- + White southerners began to asserting their social and cultural dominance by resurrecting confederate statues etc. depicting the Confederate cause as heroic, honorable, and deserving of tribute.
- + Sociocultural Narrative:
- + Joe'kya Pete - 10 year old daughter



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BACKGROUND

(continue)

- + Interest in the contextual issues of African Americans with disabilities who must confront discrimination on the basis of race as well as disability has increased in recent years.
- + Understanding the significance of race, culture, and disability, and how these factors affect the effective delivery of rehabilitation services for African Americans (i.e., AA young in this study) and other minority persons with disabilities are imperative.
- + Historically, both groups have been excluded from the mainstream of American life and share an underprivileged status.



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BACKGROUND (continue)

- + African Americans as a group still have the most severe underemployment, unemployment, and under education rates compared to any other racial-ethnic group rates in the United States. Alston and Mngadi (1992) noted that this
- + Economic and educational disparity on the African American community has been particularly felt by its members with disabilities.
- + Griffin (1994) asserted that many of the issues that plague the African American community could be traced to these injustices and the institutionalization of racial structural inequality



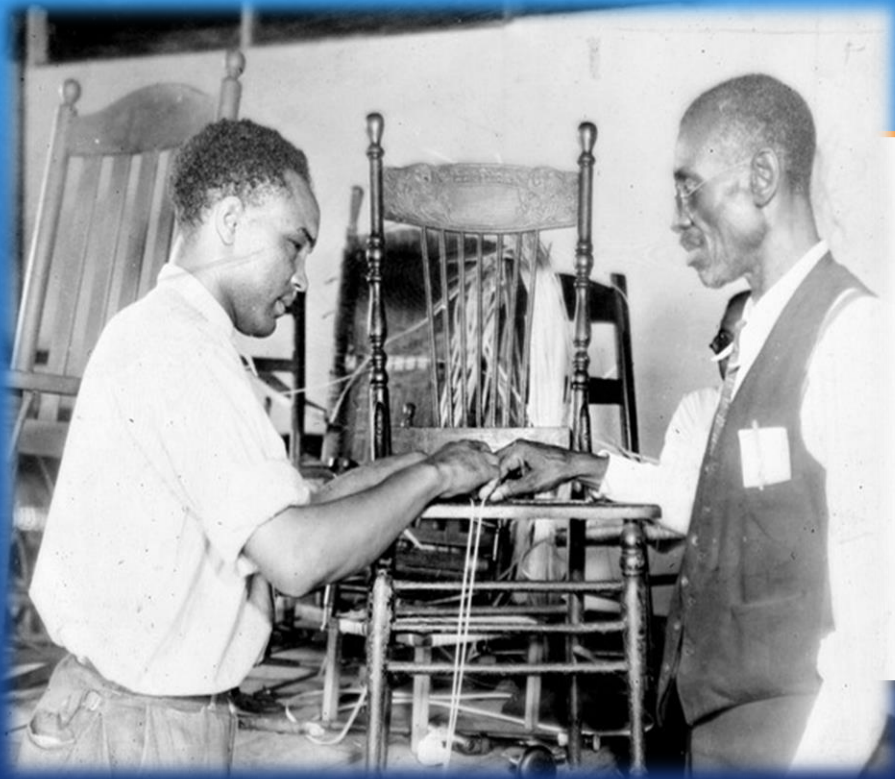
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Chair-caning at the vocational rehabilitation workshop for the deaf and blind - Jacksonville, Florida circa 1934

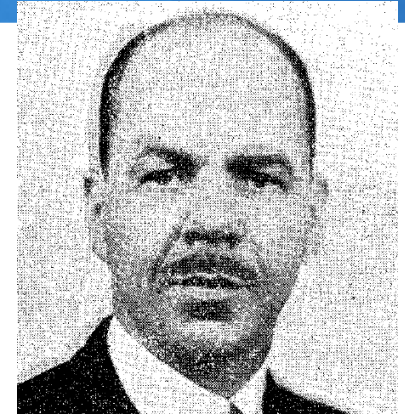
History of Disparities in VR

BACKGROUND (CONTINUE)

Discrimination in the VR System: 1938 to 1980

- + Examined data from VR programs in 16 Southern states and 7 Northern states
- + Focused on four areas
 1. General purpose of the program
 2. Extent of African American participation in Vocational Rehabilitation
 3. Legislative/administrative conditions that affect participation
 4. Modifications needed to better serve African American consumers

(Wilkerson & Penn, 1938)



Dr. Doxey Wilkerson



Lt. Col. Lemuel A. Penn

NORTHERN STATES; PERCENTAGE NEGRO: 1936-37

States	Number of Clients Rehabilitated			Negro Percentage of:		
	White	Negro	Total	Total Clients	Population 1930	"Proportionate" Share of Clients
<i>Southern:</i>						
Alabama	162	9	171	5.2	35.7	14.5
Arkansas	74	3	77	3.9	25.8	15.2
District of Columbia	93	31	124	25.0	27.1	92.7
Florida	146	6	152	3.9	29.4	13.2
Georgia	235	35	270	13.0	36.8	35.2
Kentucky	237	14	251	5.6	8.6	65.0
Louisiana	111	14	125	11.2	36.9	30.5
Maryland	90	6	96	6.2	16.9	36.7
Mississippi	143	23	166	13.9	50.2	27.6
Missouri	243	16	259	6.2	6.2	100.0
North Carolina	277	32	309	10.2	29.0	35.2
Oklahoma	215	3	218	1.4	7.2	19.4
South Carolina	59	15	74	20.5	45.6	45.0
Tennessee	171	5	176	2.8	18.3	15.2
Texas	282	8	290	2.7	14.7	18.3
Virginia	242	28	270	10.3	26.8	38.4
Total	2,780	248	3,028	8.2[*]	24.4	33.6
<i>Northern:</i>						
Illinois	1,005	66	1,071	6.2	4.3	144.2
Massachusetts	139	5	144	3.5	1.2	291.6
Michigan	883	31	914	3.4	3.5	97.1
New Jersey	424	8	432	1.9	5.2	34.5
New York	767	12	779	1.5	3.3	45.5
Ohio	470	6	476	1.3	4.7	27.0
Pennsylvania	815	14	829	1.7	4.5	37.8
Total	4,503	142	4,645	3.1	4.2	73.8

TABLE II

SERVICES RENDERED WHITE AND NEGRO VOCATIONAL REHABILITATION CLIENTS
IN 16 SOUTHERN AND 7 NORTHERN STATES: 1936-1937

Services Rendered (Including placement)	Southern States					Northern States				
	Number of Clients			Percentage		Number of Clients			Percentage	
	White	Negro	Total	White	Negro	White	Negro	Total	White	Negro
<i>With Training:</i>										
Training only	1,550	51	1,601	55.7	20.6	1,146	5	1,151	25.5	3.5
Tr'g. & Appliance	202	33	235	7.3	13.3	113	3	116	2.5	2.1
Tr'g. & Phys. Rest'n.	15	—	15	.5	—	11	1	12	.2	.7
Tr'g. & other serv.	241	13	253	8.7	5.2	430	5	435	9.6	3.5
Tr'g. Appl. & Phys. Res- toration	5	1	6	.2	.4	5	—	5	.1	—
Tr'g. appl. & other serv.	54	6	60	1.9	2.4	41	3	44	.9	2.1
Tr'g. Phys. Rest'n. & other serv.	14	—	14	.5	—	15	—	15	.3	—
Tr'g. appl. Phys. Rest'n other services	10	1	11	.4	.4	4	—	4	.1	—
Total	2,091	105	2,196	75.2	42.3	1,765	17	1,782	39.2	12.0
<i>Without Training:</i>										
Phys. Rest'n. only	23	3	26	.8	1.2	9	—	9	.2	—
Art. appl.	379	98	477	13.6	39.5	1,518	94	1,612	33.7	66.2
Placement only	115	12	127	4.1	4.8	833	23	856	18.5	16.2
Other Service	116	11	127	4.2	4.4	274	5	279	6.1	3.5
Appl. & Phys. Rest'n.	4	4	8	.1	1.6	10	—	10	.2	—
Appl. & other service	39	15	54	1.4	6.1	59	2	61	1.3	1.4
Phys. Rest'n. & other serv.	6	—	6	.2	—	33	1	34	.7	.7
Appl. & Phys. Rest'n. & other service	7	—	7	.3	—	2	—	2	—	—
Total	689	143	832	24.8	57.7	2,738	125	2,863	60.8	88.0
Grand Total	2,780	248	3,028	100.0	100.0	4,503	142	4,645	100.0	100.0

TABLE III

NATURE OF DISABILITIES OF WHITE AND NEGRO CLIENTS IN 16 SOUTHERN AND 7
NORTHERN STATES: 1936-37

Disability	Southern States				Northern States			
	Number		Percentage		Number		Percentage	
	White	Negro	White	Negro	White	Negro	White	Negro
Amputations	722	158	26.0	63.7	1,716	102	38.1	71.8
Disabled	1,291	59	46.4	23.8	1,936	28	43.0	19.7
Vision Defects	253	16	9.1	6.5	231	8	5.1	5.7
Hearing Defects	206	3	7.4	1.2	324	3	7.2	2.1
Miscellaneous	308	12	11.1	4.8	296	1	6.6	.7
Total	2,780	248	100.0	100.0	4,503	142	100.0	100.0

TABLE VI

ESTIMATED TOTAL COSTS OF REHABILITATION SERVICES FOR WHITE AND NEGRO CLIENTS
IN 16 SOUTHERN AND 7 NORTHERN STATES: NEGRO PERCENTAGE OF TOTAL: 1936-37

Item	Southern States	Northern States
Estimated Total costs:		
White.....	\$419,125	\$616,900
Negro.....	30,125	16,100
Total.....	\$449,250	\$633,000
Negro percentage of total.....	6.7	2.5
Negro percentage of total population.....	24.4	4.2
Amount Negroes <i>should</i> have received with a proportionate distribution of funds.....	\$109,617	\$ 26,586
Amount <i>diverted</i> from Negroes to other popula- tion groups.....	\$ 79,492	\$ 10,486

BACKGROUND (continue)

Recommendations from study

“As a means towards fuller integration of African Americans in the VR process”, Wilkerson & Penn recommended the following:

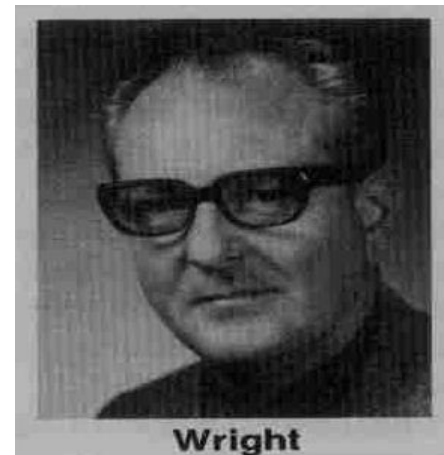
- + Amend federal law to require a “just and equitable” distribution of funds and services**
- + Federal Office of Education withhold approval of state plans until they can show that funds/services are distributed equally**
- + Increase the number of African American professionals working as field agents and supervisors in areas with large African American populations**
- + Federal Office of Education should publish the results in annual reports**

(Wilkerson & Penn, 1938)

History Repeating Itself

The Study: Atkins & Wright (1980)

- + Atkins & Wright (1980) conducted a study of Public VR data for FY 1976,
- + Key findings: found unequal treatment across all phases of the Vocational Rehabilitation process
 - + **Dr. Bobbie Atkins**



History Repeating Itself

The Study: Atkins & Wright (1980)

- + **Larger percentage of African Americans were:**
 - + **Not accepted for services**
 - + Reasons most often cited:
 - + “failure to cooperate” (12% vs. 8.59%)
 - + **Closed unsuccessfully at greater rates across all 10 regions**
 - + 42.25% African Americans vs. 34.86% White Americans
 - + **If closed successfully, at lower income levels**
 - + **Received less training and education, even though the need for these services was greater**
 - + 5.14% African Americans received funding from VR to attend college or university vs. 11.29% of White Americans

History Repeating Itself

The Study: Atkins & Wright (1980) (continue)

- + **Similar findings, and similar recommendations to Wilkerson & Penn study**
- + **Research highlighted to need for:**
 - + Called for further research into client/counselor dynamics
 - + Further education for Rehabilitation Counseling
 - + Increase in the number of qualified rehabilitation professionals of color
- + Due to the implied criticism of VR agencies in Drs. Atkins & Wright's findings, the Journal of Rehabilitation Editors invited two additional reactions from other researchers and published them all together.
 - + Two VR Administrators and two outside researchers
- + Unprecedented move by Journal of Rehabilitation? Perhaps, but definitely highly unusual

Study Objectives

- + In 2005, the National Institute on Disability and Rehabilitation Research introduced the following term (s): “Knowledge Translation” (KT) to the field of rehabilitation
- + KT, defined as a multidimensional, active process of ensuring that knowledge gained through the course of research ultimately improves the lives of persons with disabilities and furthers their participation in society.
- + KTA, defined as the transfer of knowledge, undertaking of identifying best practices from research evidence, getting it in the hands of users/practitioners, to be used to achieve better outcomes.



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STUDY OBJECTIVE

Purpose of Study

- 1. Identify significant predictors of employment for young African American men (16 to 25) receiving state-federal VR services.**
- 2. Identify areas to improve and/or optimize state-federal VR intervention for AA young men with primary disability SUD to improve employment outcomes.**
- 3. To promote state-federal VR services as a public health intervention for AA young men 18 to 25 as a under-served/represented population to improve their quality of life.**



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STUDY OBJECTIVES

+ Research Questions:

1. What are the significant predictors of employment for AA young men who received state-federal VR services with primary disability substance use disorder?
2. What knowledge translation of significant predictors for employment for AA young men that can be use to improve provision of state-federal VR services as a public health intervention.



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METHOD

- + Data for this study were extracted from the U.S. Department of Education's Rehabilitation Service Administration Case Service Report (RSA-911, 2011)
- + Large administrative dataset that includes detailed information regarding demographics, disability, types of services, and employment outcomes for people with disabilities receiving state VR services in the United States
- + 684 AA young men w/ SUD
- + VR cases closed (*fiscal year, 2011*)



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METHOD

+ Dependent variable:

- + Competitive employment

+ Defined:

- + RSA (2008) defines competitive employment as work in an integrated setting, self-employment, or employment in a state-managed Business Enterprise Program (BEP) that is performed on a full-time or part-time basis for which an individual is compensated at or above minimum wage.



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KEY INFORMANT CHARACTERISTICS

Profile of Participants – Predictor variables

Variables	Label	n	%
Age	16 -18	56	8.2
	19 – 22	306	44.7
	322	322	47.1
Mean age of participants	22.08 (SD = 2.32)	684	100

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KEY INFORMANT CHARACTERISTICS

(continued)

Profile of Participants

Variables	Label	n	%
Education Level	Special education	24	3.5
	Less than high school	348	50.9
	High school	257	37.9
	Associate degree	48	7.0
	Bachelor degree or higher	5	0.7



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KEY INFORMANT CHARACTERISTICS

(continued)

Profile of Participants

Variables	Label	n	%
SSI/SSDI recipient	Yes	12	1.8
	No	672	98.2
Depressive and other mood disorders	Yes	43	6.3
	No	641	93.7

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KEY INFORMANT CHARACTERISTICS

(continued)

Profile of Participants - Predictor variables

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METHODS

(continued)

Predictor variables - VR Services

Variables	Label
<ul style="list-style-type: none"> • Assessment • Diagnostic and treatment • VR counseling and guidance • College or university training • Occupational vocational training • On-the-job- training • Basic academic remedial literacy training • Job readiness training • Disability related augmentative skills training • Miscellaneous services • Job search assistance 	<ul style="list-style-type: none"> • On-the-job-support • Transportation services • Maintenance services • Rehabilitation technology • Reader services • Interpreter services • Personal attendance services • Technical assistance services • Information and referral services • Other services • Job placement assistance



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METHOD (continued)

+ Data analysis:

- + Data were analyzed using the Statistical Package for the Social Sciences (SPSS, 2007). Purposeful selection multivariate logistic regression was computed to investigate contribution of demographic variables, co-existing depression, disability benefits, and VR services on employment outcomes of young African American men with substance use disorders.



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METHOD (continued)

- + Purposeful selection multivariate logistic regression is classified by deliberate involvement of researchers in the selection of predictor variables to determine effects of predictor variables on outcome variables (Hosmer, Lemeshow, & Sturdivant, 2013).
- + Purposeful selection method is favored over other selection methods, such as stepwise and best subsets, as it provides researchers the opportunity to use expert judgment in the model building process retains variables that narrowly fail to achieve a pre-designated threshold, and excludes noise variables in the model (Bursac, Gauss, Williams, & Hosmer, 2008).



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METHOD (continued)

- + Procedure:
- + Specifically, univariate analyses were used to identify variables significantly associated with employment at $p < .25$.
- + Significant variables were entered into a multivariate model and variables that were still significant were retained and variables no longer statistically significant were removed if their removal did not change the beta coefficients of the significant variables in the model by 20% (Bursac et al., 2008; Hosmer et al., 2013).



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RESULTS

VR services and employment outcomes	<i>n</i>
Employment outcome	313 / 45%
Median time between eligibility and case closure	14.51
Mean number of services provided to consumers	4.61
Median case closure for services	\$1,079
Mean number of hours consumers worked per week	35.44
Median earnings per week	\$324.55
Median earnings per week top 25%	\$400



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Methods

(continued)

Services provided to consumers

Services (<i>N</i> = 684)	<i>N</i>	%
Assessment	495	72.4
Diagnostic and treatment	296	43.3
Counseling and guidance	448	65.5
College or university training	11	1.6
Occupational or vocational training	74	10.8
On-the-job training	39	5.7
Remedial training	4	.06
Job readiness training	213	31.1

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Methods

(continued)

Services provided to consumers

Services (<i>N</i> = 684)	<i>n</i>	%
Augmentative skills training	1	0.1
Miscellaneous training	163	23.8
Job search assistance	282	41.2
Job placement assistance	362	52.9
On-the-job support	142	20.8
Transportation services	323	47.2
Maintenance	117	17.1
Rehabilitation technology	2	0.3
Information and referral services	50	7.3
Other services	133	19.4



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RESULTS (continued)

Key finding significant predictors variables

Variables	Label	Odds ratio	CI
Age	23 – 25	2.68	1.22 – 5.88
	19 – 22	1.80	0.82 - 3.95
Job placement assistance	=	4.34	2.64 – 7.11
On-the-job support services	=	32.55	17.14 – 61.58
Other services	=	2.46	1.56 – 3.87
Information and referral services	=	2.87	1.30 – 6.36



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RESULTS (continued)

Research Question	Identified Facilitators
What VR services predict successful employment outcomes?	<ul style="list-style-type: none">▪ Participants who were 23-25 years old were 2.68 times (OR = 2.68; 95% CI: 1.22 - 5.88) more likely to attain employment than clients who were 16-18 years old.▪ Participants who were 19-22 years old were 1.80 times (OR = 1.80; 95% CI: 0.82 - 3.95) more likely to attain employment than clients who were 16-18 years old.▪ Participants receiving on-the-job support services were 32.55 times (OR = 32.55; 95% CI: 17.14 - 61.58) more likely to attain employment.



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RESULTS (continued)

Research Question	Identified Facilitators
What VR services predict successful employment outcomes?	<ul style="list-style-type: none">▪ Participants receiving job placement services were 4.34 times (OR = 4.34; 95% CI: 2.64 - 7.11) more likely to attain employment▪ Participants receiving information referral services were 2.87 times (OR = 2.87; 95% CI: 1.30 - 6.36) more likely to attain employment▪ Participants receiving other services was 2.46 times (OR = 2.46; 95% CI: 1.56 - 3.87) more likely to attain employment

Translations/Recommendations for Future Research Leaders

Strategies	Translations/Recommendations
<ul style="list-style-type: none">• Place and train• Person-centered job placement• Individual Placement and Support model (Selective placement)• Develop new model	<ul style="list-style-type: none">• Recommended for highly stigmatized population• System approach to placement taking into account AA young men are a highly stigmatized population• Randomized control trials on IPS support model of supported employment practices confirm the effectiveness of rapid job support and on-the-job-supports• Translate research knowledge to develop a new model based on the research evidence on what works.



Knowledge Translation Resources & Deliverables

- African American men with substance use disorders face multiple intersecting oppressions (e.g., race/ethnicity, gender, socioeconomic status, high incarceration rates, substance abuse history, etc.) in their social environments.
- As a target of intersecting stigmas, AA young men face social disadvantages in multiple domains of living, and they face insurmountable barriers to finding employment.
- For VR service variables, job placement, on-the-job support, information and referral services and other services were significant predictors of successful employment outcomes.

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Knowledge Translation Resources & Deliverables

- Knowledge based research evidence suggest it is more effective to find and match young African American men recovering from substance use disorders directly with job openings (selective job placement) and provide ongoing job support.
- Previous research demonstrates and further supports that individualized and long-term supports help persons with disabilities (e.g., mental health disorders) get and retain employment (Bond, 2004).

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Contact Information

Rehabilitation Research and Training Center (RRTC)

On Research and Capacity Building for Minority Entities

6700 N. Martin Luther King Ave.

Oklahoma City, Ok. 73111

Phone: (855) 497-5598

Fax: (405)962-1638

RRTC email: capacitybuildingrrtc@langston.edu

RRTC Website: www.langston.edu/capacitybuilding-rrtc