

Self-Advocacy and Disclosure for Students and Employment: Implementation Support

This is a checklist of steps that supervisors can take to teach this Practice to their VR counselors*. The steps follow adult learning principles and are designed to support counselors in learning about and implementing this new practice.

1. **First, determine the learning goals related to this practice: What do you want VR counselors to know or know how to do with regards to this Practice?**

2. **Adult learners need to 1) understand the content; 2) figure out how its relevant, useful, and feasible to apply; 3) identify the skills they will need to use; and 4) practice implementing it, ideally in their setting. Review the Practice with these questions:**
 - a. **Knowledge: What is the best practice?**

Review the Case Example for Self-Advocacy and Disclosure, or the Module “[title of student module here]”
 - b. **Attitudes: How possible is it to implement in our program? How will it help our clients? Review these requirements and discuss how feasible it is to implement.**
 - Setting requirements
 - Office with privacy to conduct mock interviews
 - Other clients
 - N/A
 - Other resources
 - Working knowledge of types of accommodations available
 - Barriers to implementation
 - Counselor comfort with mock interviewing
 - Counselor familiarity with disclosure strategies
 - Counselor comfort with discussing self-care issues and strategies
 - Opportunities for implementation
 - Regular appointments with clients that could include mock interviews
 - c. **Skills: What do will the counselors need to do?**
 - Conduct mock interviews and coach clients to disclose disabilities
 - Identify and problem solve around self-care challenges at work for individual clients.
 - d. **Practice: How would we do it here? Talk through steps to implementation together, from identifying clients to conducting practice interviews.**
 - Can you eliminate any of the barriers you identified above?
 - How will you or the counselor identify clients to engage with this practice?
 - What support does the counselor want in order to use this practice with his/her first client?
 - What does the counselor need to do next?
 - What do you need to do to provide support for your counselor?

- What is a realistic timeline for engaging the first client in this new practice?
- How/when will you and the counselor continue to problem solve any implementation challenges?

*counselor can also mean vendor, as some sites may contract out for the services described