PREREQUISITES: 501, 564 (or equivalent/consent of the instructor) and 572.

COURSE OVERVIEW:

This course is the second in a sequence of three designed to prepare the student for a career in Vocational Evaluation and Work Adjustment at the master’s level. The intent of these courses is to provide a competency based instructional model that will enhance the student’s goals in the rehabilitation curriculum. The overall view of 573 is to provide an overview of current work adjustment approaches, transitional employment initiatives, and competent labor market practices. Behavioral techniques for enhancing the worker’s ability to maintain productivity are presented. Finally, linkages to vocational assessment and evaluation are presented. The Minnesota Theory of Work Adjustment is used as a conceptual framework for current practices of work adjustment services in workshops, schools, and transitional employment agencies. Work samples development and component analysis skills are presented along with appropriate evaluation components for work adjustment as in the Singer systems experiential approach. A strong emphasis is placed on Criterion Assessment and comparisons of work behavior to job requirement criteria.

STUDENT LEARNING OUTCOMES:

On completion of the course, students will:

1. Acquire a working knowledge of current models and approaches to work adjustment with a specialty focus in the behavioral oriented approaches and the Minnesota Theory of Work Adjustment.

2. Acquire an understanding of the “Role and Functions” of the Work Adjustment Specialist with the focus on competencies and job performance as defined by CCWAVES credentialing body.

3. Acquire a working knowledge of the techniques of behavioral observation and recording methods including scheduling observations, data recording, behavioral demonstration, work sampling, and issues of reliability and validity.

4. Acquire a working knowledge of how to develop the Individualized Work Adjustment Plan (IWAP) especially in situations of transitional importance from school-to-work and workshop-to-competitive work. A special emphasis is placed on the role and responsibilities of the work adjustment specialist as a service provider.
5. Acquire a working knowledge of behavioral management techniques and reporting formats as they apply to work adjustment approaches.

6. Acquire the secondary behavioral management skills needed for consultation in job instruction and curriculum development, which includes needs assessment, program evaluation, lesson plan development, programmed instruction and objectives writing.

**TEXTS and Classical References: Current reading list on class handout.**


**Course Requirements:**

1. 10 abstract form referred journals

2. Midterm exam

3. A term project which applies behavioral principles to modify work behavior.

4. Final Examination

**Grade:** Grades are based on highest score and natural break. Explained in detail the first day of class.

*COMPOSITION*

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<th>Component</th>
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<td>Midterm</td>
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<td>Final</td>
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Class: Room 303 Blanks Hall (VEWA LAB)

Instructor: Mike Welch, Ed. D., CVE.

Email: mikewelch01@cox.net

Phone: 614-0407

**ADMINISTRATIVE REQUIREMENTS**

Students are expected to attend all class sessions, take all examinations, participate in all class activities, and complete all class assignments. All assignments must be submitted no later than a given date set by the instructor.

**ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES**

The Office of Students with Disabilities located in Room 239 Blanks Hall. Please contact Ms. Patricia Hebert, Director for accommodation needs; Phone: 771-3950; Fax: 771-2959; and email: patricia_hebert@subr.edu.

**LiveText Subscription**

Southern University and A&M College-Baton Rouge has entered into partnership with LiveText, Inc. to provide online academic resources for student collaboration and learning outcomes assessment. Therefore, all students enrolled in this course are required to purchase a subscription from LiveText, Inc. through the Southern University Bookstore. LiveText, Inc. provides students with the electronic tools and services needed to serve them in their courses and in their career or academic pursuits beyond graduation.

LiveText is a dynamic tool that will enable you to:

- Create Electronic Portfolios for storing and displaying coursework for use anytime and anyplace;
- Share your résumés, professional portfolios and virtually any projects that can be photographed, video recorded, and uploaded to prospective employers and others who need or want to know about your accomplishments;
- Engage in discussion boards with other students, exchange feedback, and create study groups and other types of social networks.
- Complete assignments in key/required courses where LiveText has been embedded (without LiveText, you will not be able to complete these assignments).
- Create a complete record of your academic career that is malleable and easily accessible.
- Engage in developing a results driven culture of assessment at Southern University.
- Participate in a process that will allow for data-driven curricular improvements that foster improved student learning and performance.
LECTURES:
WEEK:
1. Course Introduction and Models of Work Adjustment I
2. Models of Work Adjustment II
3. Work Samples and Vocational Evaluation
4. Work Sample Development and Component Analysis
5. Role and Functions of the Work Adjustment Specialist.
6. Behavioral Observation and Recording I
7. Behavioral Observation and Recording II
   Mid-semester Examination
8. IWAP Process I
9. IWAP Process II
10. Behavioral Management I
11. Behavioral Management II
12. Behavioral Management III
13. Instruction and Curriculum Development

Final Examination as per the university schedule