OCCUPATIONAL THERAPY
COLORADO STATE UNIVERSITY

Prepared and Empowered: An Employment Readiness Program

Briana K Gubler Boley, OTDS
Colorado State University

Pastor Shawn Clay
Capstone Site Mentor

BACKGROUND

- In 2023, over 653,000 people experienced homelessness in the U.S. (Soucy et al., 2024).
- The effects of homelessness are severe, impacting individuals' health, well-being, and their occupational participation (Marshall et al., 2023; Schultz-Krohn et al., 2021; Thomas et al., 2011).
- While researching, three major themes emerged: the importance of skills and experience when working with unhoused individuals, the common occupational needs of this population, and the unique role OTs can play in supporting them.

GOALS AND OBJECTIVES

The goal of this project was to create an impactful job readiness program that can be utilized by the Salt Lake City Mission homeless shelter to assist their clients in their job-related goals.

Objectives
1. Take trauma-informed care trainings and research existing job readiness courses and literature.
2. Volunteer and shadow at the Salt Lake City Mission.
3. Conduct a needs assessment through interviews with clients at the Salt Lake City Mission.
4. Create all the content required for the modules one through four of the program.
5. Complete all required revisions to the program and create an assessment survey for the program.
6. Complete the capstone presentations and assignments.

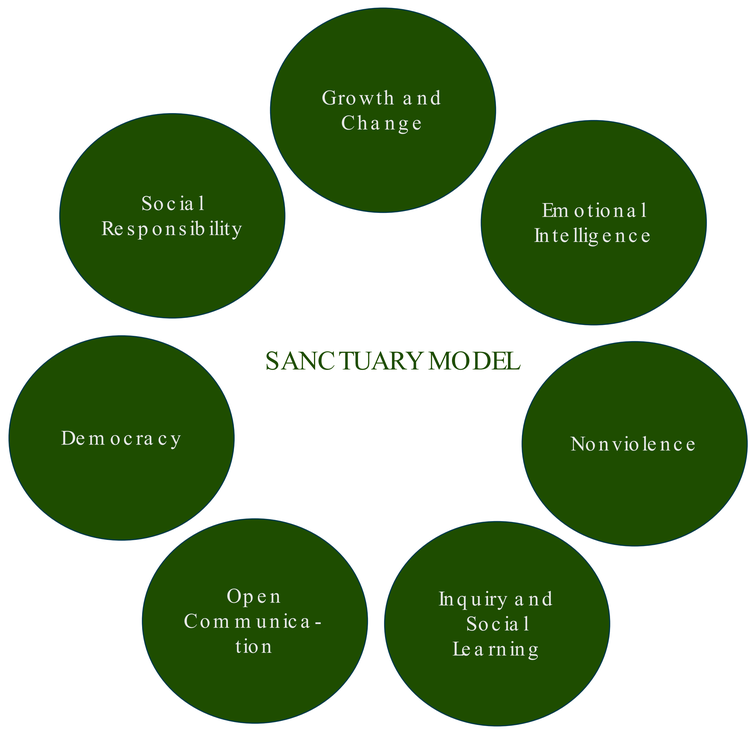
ACTIVITIES

- Take trauma-informed care training
- Volunteer and shadow at the Salt Lake City Mission
- Conduct a needs assessment
- Collaborate
- Design the classes
- Create videos
- Meet with clients to review lessons
- Run hygiene kit donation drive
- Obtain supplies for the first set of lessons
- Create presentations
- Present on capstone experience
- Complete associated school assignments
- Support and receive support from cohort through learning communities
- Research
- Create a Group Protocol Overview Document
- Test out group lessons with family and friends
- Create a facilitator tip sheet
- Create a survey to use after the classes for improvement
- Design a course completion certificate
- Create a resource list

EVALUATION METHODS

To evaluate my project, I met regularly with my capstone site mentor, Pastor Shawn, to edit the program and ensure it is meeting his expectations and needs. Additionally, I reviewed lessons with clients at the Salt Lake City Mission to ensure it would meet their needs.

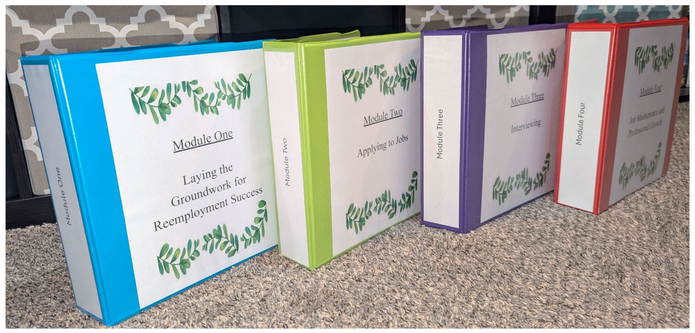
COMCEPTUAL MODEL



FINDINGS

My project deliverable is a complete lesson manual with 28 lessons that a class facilitator can follow to lead the group classes. This also includes all associated handouts, videos, and supplies required for the classes. The current outcome of my project is the employment readiness program starting in December. This will be led by Pastor Shawn and all clients at the Salt Lake City Mission are invited to attend. The anticipated impacts of my project are that the class will continue to be offered regularly at the Mission. This can lead to improved employment outcomes for their clients (increased occupational performance). This program addresses several barriers to common challenges faced by this population while participating in the occupation of work.

CONCLUSION



My project was to collaborate to create an employment readiness program for the Salt Lake City Mission to use with their clients to increase their success in their job-related goals. This program addresses the gaps in the population's occupational opportunities and addresses some of the barriers they face to participation in work.

KEY REFERENCES

Marshall, C. A., Gewurtz, R., Barbic, S., Roy, L., Abrial Cooke, Lysaght, R., & Anne, C. (2023). *Bridging the Transition to Housing (2ND EDITION): A Social Justice Framework to Guide the Practice of Occupational Therapists and Other Professionals who Support Individuals with Experiences of Homelessness*. https://doi.org/10.13140/RG.2.2.24013.41443

Schultz-Krohn, W., Winter, E., Mena, C., Roozeboom, A., & Vu, L. (2021). The Lived Experience of Mothers Who Are Homeless and Participated in an Occupational Therapy Leisure Craft Group. *Occupational Therapy in Mental Health*, *37*(2), 107–129. https://doi.org/10.1080/0164212X.2021.1881022

Soucy, D., Janes, M., & Hall, A. (2024, December 12). *State of Homelessness: 2024 Edition*. National Alliance to End Homelessness. https://endhomelessness.org/homelessness-in-america/homelessness-statistics/state-of-homelessness/

Thomas, Y., Gray, M., & McGinty, S. (2011). A Systematic Review of Occupational Therapy Interventions With Homeless People. *Occupational Therapy In Health Care*, *25*(1), 38–53. https://doi.org/10.3109/07380577.2010.528554

ACKNOWLEDGEMENTS

I extend a special thanks to…

- God
- My Family
- My Neighborhood
- Dr. Bianca Daugherty
- Dr. Michelle LeRoy
- Dr. Julie Silver Seidle
- Clare Lassiter
- Audio Enhancement
- Pastor Shawn Clay
- Staff and Clients at the Salt Lake City Mission
- CSU Occupational Therapy Department
- My Colleagues in the CSU OTD program
- James Boley

COLORADO STATE UNIVERSITY