

Evaluation of a Training Program to Enhance Clinical Supervision of State Vocational Rehabilitation Supervisors

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Abstract. *Clinical supervision is intended to improve counseling skills and case management decisions made by the rehabilitation counselor that impact the client-counselor relationship and ultimately vocational rehabilitation outcome. We evaluated the effectiveness of a training program for state vocational rehabilitation supervisors to improve their clinical supervision. The training program involved a 3-day on-site foundational training component followed by a six-month, bi-weekly consultation supervision session (approximately 75 minutes each) to further develop clinical supervision competence. A repeated measures design using four outcome measures (clinical supervision knowledge, behavior, self-efficacy, and working alliance) across baseline, initial post-test (6 weeks after the on-site training), and second post-test (6 months after baseline) were used to determine program effectiveness. Parallel measures for each of the four outcome variables were administered on-line to supervisors who completed the initial training as well as counselors who completed outcome measures at baseline (n=21 supervisors; n=73 counselors), post-test 1 (n=17 supervisors; n=37 counselors) and post-test 2 (n=12 supervisors; n=24 counselors) administrations. Results indicated that supervisors reported a continual increase in clinical supervision knowledge across the three observations periods. No changes were found with regard to clinical supervision behavior, self-efficacy and working alliance, however. Further, no statistically significant change occurred in any outcome measure reported by counselors. Results are discussed in terms of the research questions as well as strategies to advance clinical supervision research.*

Keywords: clinical supervision, vocational rehabilitation

Within the state vocational rehabilitation (SVR) system — which are designed to improve service delivery and there are two aspects of counselor supervision both of — successful outcomes — administrative and clinical

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