



Using Organizational Culture to Increase Opportunities for Competitive, Integrated Employment for Students and Youth with Disabilities

What is the level of evidence?

This practice was identified by Rehabilitation Research & Training Center for Evidence-Based Practice in Vocational Rehabilitation (RRTC-EBP VR), and has been labeled by NTACT as a Promising Practice. *More information on NTACT's process for identifying effective practices is available here: [NTACT's Effective Practices.](#)*

What is the practice?

Effecting organizational cultural change is necessary to make substantial changes in agency operations and service delivery practices enhancing service quality and employment outcomes for customers. This includes the notion of trying to instill, "a culture of critical and smart thinking before you do" (Sherman et al., p. 120). One agency identified a Transformational Agenda, described as developing and promoting of an agency culture that would allow best practices to be adopted and innovation to occur. Culture is also considered an environment where the staff members are "very encouraged to be creative, be visionary to deliver VR message, goals and mission" (p. 121).

Where is the best place to find out how to do this practice?

The Special Issue from the Journal of Vocational Rehabilitation is available through the website of the RRTC-EBP-VR here:

<http://content.iospress.com/download/journal-of-vocational-rehabilitation/jvr710?id=journal-of-vocational-rehabilitation%2Fivr710>

You may also correspond with the RRTC-EBP-VR <http://research2vrpractice.org/contact/> to request more detailed information from the original author regarding implementation of this practice.

References used to establish this evidence base:

Sherman, S. G., Leahy, M. J., Del, V. R., Anderson, C. A., Tansey, T. N., & Lui, K. (2014). Organizational and cultural factors that promote creative best practices in the public rehabilitation program: Findings from a four-state multiple case study. *Journal of Vocational Rehabilitation, 41*, 115-125.

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