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Health & Wellness *solutions*

NEWSLETTER FOR JOB CORPS HEALTH & WELLNESS STAFF

Loring Students Take a Stand Against Violence

When 36 Loring Job Corps Center (LJCC) student volunteers went to the Presque Isle Hampton Inn last winter to participate in the *Reducing Sexism and Violence Program (RSVP)*, few realized what a life-changing event they would experience. This intensive 4-day training was made possible by a \$10,000 grant awarded to seven select schools in Maine. Kellie Miller, Center Mental Health Consultant at LJCC, applied for the grant.

RSVP is a branch of “Maine Boys to Men,” a southern-Maine based non-profit organization founded in 2000 with the goal of educating boys in the critical stage of development during the transition into manhood. According to the Boys to Men website (<http://www.maineboystomen.org>), RSVP “focuses on empowering and training the students as ‘bystanders’ to effectively prevent and respond to bullying, interpersonal violence, and harassment. The curriculum consists of a series of real-life school and social scenarios ranging from dating violence to sexual harassment. It is supported by supplemental exercises, many of which utilize media images from popular culture to prompt critical thinking, open discussion, and challenge traditional construction of gender roles.”

Exercises included large round table discussions periodically broken up by sessions where participants divided themselves according to gender in which they identified (but not necessarily their biological sex). Then the two groups discussed characteristics of common stereotypes, such as what defines “a man,” and whether sexual orientation is something people choose for themselves.

The majority of students in attendance agreed that the experience was positive overall, and several students have made suggestions for keeping the benefits of the program going. Al Lions of Wrentham, MA advised, “We would like to see this program broaden beyond men’s violence against women to the prevention of violence between all different people.” Ashley Davis of Waterbury, CT shared that sentiment, and plans to use the skills she learned to help her achieve her goal of running a non-profit organization for women.

Emily Pocius, a student from Manchester, CT expressed familiarity with being stereotyped, and makes a conscious effort not to do it to anyone else, pointing out, “I believe stereotypes are a major cause of violence.” In the future, Pocius hopes to use the knowledge she gained from RSVP to make a difference in the minds of her fellow students, explaining, “It takes just dropping one pebble into a lake to spread out and become waves.”



Top: L-R: Brittany Fontes, Aaron Ouellette, Andrew Raesch, Vickie Canales (AMHC Sexual Assault Services). Bottom: L-R: Ramata Dieng, Brandy Downer, Kellie Miller (CMHC), Natacha Ortega, Joshua Lengyel. Front: Madison Miller (Kellie’s daughter)

Taking a Stand Against Violence (con't.)

Other students found the group session emotionally challenging, but therapeutic. “This had me grow as a person, to be a bystander...now I realize that appearance doesn't matter; that's your freedom to be who you are...someone has the right to do that, and they shouldn't be assaulted or harassed for it,” commented Brittany Fontes of Boston, MA. Fontes recounted a breakthrough moment during which fellow students discussed their past experiences with abuse and assault which brought back repressed memories of her own. She said, “Being able to cry about it and let all my feelings out was the most memorable part of this for me.”

Hugh Boyd of Brooklyn, NY assumed a leadership role during the group session and explained that the program caused him to rethink a somewhat stereotypical belief of his own: “I used to think violence toward women was out of, like, extreme love, but now I realize it's about control and power.” Joshua Morales of Springfield, MA was shocked and appalled at the portrayal of women in the media and its influence on the way men treat women.

Since the initial training in February 2012, the bystander group has continued to meet weekly. The group is open to the student body and new students join continuously. Participants discuss how to respond to incidents of violence in an open forum. These discussions are often lively and the students challenge one another to think critically.

The group gets involved in community events. The bystanders participated in a fundraiser in April called Denim Day in which students and staff paid to wear jeans on denim day. The proceeds from the event supported the group's participation in another community event, the Breaking the Silence Walk/Run on April 28th.

In keeping with the theme, the LJCC bystanders sponsored a “Sweatpants for Survivors” fundraiser. Staff and students paid to wear sweatpants. The money raised purchased sweatpants for local sexual assault survivors at the hospital. As a follow up to the sweatpant fundraiser, the group sponsored a toiletries drive. The dorm wings competed to collect the most travel size toiletries to give to sexual assault survivors at the hospital.

This program continues to make a lasting impression on students. Group member Lassana Doreleh said, “A hero is someone who stands up for what is right. A hero is someone who reports something happening that is wrong. If you asked me what a hero was 2 weeks ago, I would have given you a one-sided answer. Since joining bystanders, I learned even a small act of strength can make a big difference.”

Group member Brandy Downer discussed her personal transformation, “I never really thought that standing up for someone was important. A friend brought me to the bystander's meeting one day and we were talking about a lot of things to do to help women. We have worked so hard to find new ideas to raise money and be a part of standing up for those that need to be heard.”

Fall Observances

Looking for some focus for the fall? Plan your programs to coincide with health-related observances. Information on these and other observances can be found at: <http://healthfinder.gov/nho/nho.asp?year=2012>.

October

- Substance Abuse Awareness Month
- National Bullying Prevention Month
- Mental Illness Awareness Week, Oct 7-13
- Red Ribbon Week, Oct 23-31

November

- American Diabetes Month
- Great American Smokeout, Nov 15
- National Healthy Skin Month

December

- National Drunk and Drugged Driving Prevention (3D) Month
- World AIDS Day, December 1

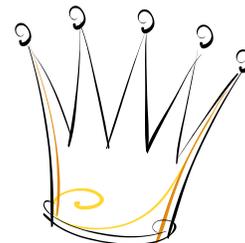


Managing Drama Queens (and Kings)

— Suzanne G. Martin, PsyD, MPH

Drama queens and kings come in a variety of categories:

- **Attention seekers** need high levels of validation to get their needs met.
- **Catastrophizers** tend to have a negative view of everything; in their world, the glass isn't just half empty, it is broken.
- **Misinterpreters** take selective bits of information out of context and repeat them, adding to the gossip mill.
- **Victims** are convinced that everything happens to them; they cannot see the big picture or accept change easily (Raines, 2010).



We all know one (or more) AND we also know they keep life interesting! One would think that in this tough economy, there would be no place for workplace drama, or *any* drama, but reality television tells a different story. Shows like *Bridezilla* and *The Jersey Shore* further emphasize the fact that negative, dramatic behavior only captivates a larger audience. With such emphasis on dramatic behavior in the media and in pop culture, it's no wonder why this behavior has become so prevalent and accepted.

What is the best way to cope with drama queens and king? By bringing the conversation back to the work at hand or encouraging the person to find a more appropriate outlet for their stress—such as a counselor or health professional. Set limits on the interaction and what you are willing to discuss. Limit your time with the individual and don't add to the drama. Above all, stay calm and avoid reacting dramatically yourself. By doing so, you will set yourself apart as professional and well balanced.

Reference: Raines, L. (2010, Oct 13). Jobs: Coping with 'drama' in the workplace. Retrieved May 19, 2012, from Atlanta Business News: <http://www.ajc.com/business/jobs-coping-with-drama-681763.html#.T5WleGJ7Zd0.email>.

Know Your Community Connections

— Shannon Bentley, RN

All communities, even those in small rural areas, offer community resources. By developing resources and nurturing local connections, a health and wellness center can provide additional low- or no-cost enhanced services to students. Below are some suggestions to get you started on your detective work!

Community Resources

- **Local Health Departments and Social Service Agencies:** Local health departments offer an array of services including STD clinics, WIC programs, well-baby programs, educational and medical assistance, TB clinics, stop-smoking programs, and free classes. Your local social services agency (or health department) can provide assistance and information for Medicaid and Vaccines for Children.
- **Local Mental Health Agencies:** Mental health agencies often provide grants, educational brochure/pamphlets, trainings, speakers for groups, and victim services.
- **Area Hospitals:** Several Job Corps centers have successfully trimmed the pricey bills for emergency services through negotiating the Medicaid or reduced rates for students and through taking advantage of indigent programs and sliding fee scales. Many hospitals also offer educational programs and community grants.
- **Local Colleges/Universities:** Many college university students search for places to complete an internship, practicum, or volunteer hours. Health education, nutrition, psychology, social work, and nursing students can all help expand the services you offer to students at no cost.
- **Community Action Programs:** Some community action programs offer assistance to low income individuals for medication assistance and other free/low cost services.

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Know Your Community Connections (con't.)

- **Nutrition and Physical Activity Partnerships:** Connect with wholesale food providers, local food growers and farmer's markets, personal trainers and fitness centers, retired local teachers and staff, local organizations, hospitals, health departments, and universities for exercise and nutrition programs and resources.
- **Vocational Rehabilitation:** Refer to Job Corps Program Instruction 99-03: Cooperative Agreement between Job Corps and the Rehabilitation Services Administration. Local organizations can provide assistive technology, educational assemblies, and case management services.
- **Free/Low-Cost Dental Services:** Consider utilizing oral surgery residency programs, oral surgeons who accept Medicaid for covered students or fee discounts, and Indian Health Services/tribal programs for eligible students.

National Resources

- The **Job Accommodations Network (JAN)** (<http://askjan.org/>) is available to help you meet students' needs.
- **Community Federally-Funded Health Centers** may be a resource for services beyond basic health care. Find a center near you by entering your center's address here — http://findahealthcenter.hrsa.gov/Search_HCC.aspx
- **Free/Low Cost Medications:** Medications are available at a reduced cost through a variety of programs:
 - ✓ Partnership for Prescription Assistance, <https://www.pparx.org/intro.php>
 - ✓ Prescription programs, www.needymeds.com and www.pharmacydiscountnetwork.com
 - ✓ GlaxoSmithKline Tips, <http://us.gsk.com/html/healthcare/healthcare-cost-savings.html>;
Programs, <http://us.gsk.com/html/healthcare/healthcare-our-programs.html>
 - ✓ Retail store discount prescription plans can be cost saving as well. Consider developing an MOU with a local pharmacy.
- **Free/Low-Cost Vaccines:** Both federal programs and pharmaceutical companies offer assistance with purchasing vaccines:
 - ✓ For youth: Vaccine for Children's Program (<http://www.cdc.gov/vaccines/programs/vfc/default.htm>)
 - ✓ For adults: (1) Merck (<http://www.merck.com/merckhelps/vaccines/>), (2) GlaxoSmithKline (<http://www.gskforyou.com/patient-assistance-programs/gsk-vaccines.html> or <http://www.gsk-vap.com/>), (3) Sanofi Pasteur (<https://www.vaccineshoppe.com>)
- **Free Health Education Materials:** Many organizations offer free health education materials. Consider:
 - ✓ HRSA Information Center, <http://www.ask.hrsa.gov/>
 - ✓ National Institute of Mental Health, <http://www.nimh.nih.gov/health/publications/index.shtml>
 - ✓ Women's Health, <http://www.womenshealth.gov/publications/>
 - ✓ Food and Drug Administration, <http://www.fda.gov/forconsumers/byaudience/forwomen/freepublications/ucm116718.htm>
 - ✓ Harvard Health Publications, <http://www.health.harvard.edu/>
- **National Resources:** Many organizations offer programs and materials that are free of charge. Consider:
 - ✓ American Cancer Society, <http://www.cancer.org/>: Provides general cancer and prevention information and resources.
 - ✓ AIDS Healthcare Foundation, <http://www.aidshealth.org/>: Provides information on testing, prevention, newly diagnosed, treatment options, free medical services, and global assistance programs.
 - ✓ American Diabetes Foundation, <http://professional.diabetes.org/>: Provides patient resources, clinical practice recommendations, articles, and a library.
 - ✓ Office of Population Affairs: Title X Program, <http://www.hhs.gov/opa/title-x-family-planning/>: Provides information on services, grants, reproductive health and other resources for family planning.
 - ✓ Center for Disease Control and Prevention, <http://www.cdc.gov/>: Provides information on diseases and conditions, healthy living, environmental health, global health, and other useful information and resources.



Motivational Interviewing in Job Corps

— Philip Pellegrino, PsyD

Lately there has been a strong emphasis in Job Corps to integrate motivational interviewing (MI) approaches. For some, MI is not anything new and for others it is something contrary to how they work with students. Beyond the fact that motivational interviewing is one of the most empirically supported interventions to help people make changes in their health behaviors, there are many reasons why this approach is beneficial to Job Corps.

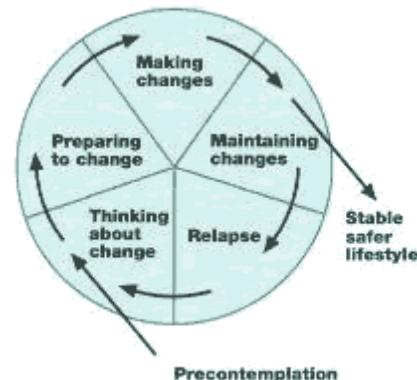
First, in Job Corps we do not have the time or the resources to engage in long-term interventions for students. We have a limited amount of time to engage these students. MI provides a framework for brief interventions that can lead to immediate changes or small movements to larger changes. Those small movements are precursors to larger changes that improve our students' chances for employability.

Second, we know that lecturing and scared straight programs have been ineffective in reaching young people. Therefore, we need to develop more innovative and useful approaches to connect with young people. MI provides such an approach. MI is client-centered, non-judgmental, and allows the individual to develop his or her own internal motivation. We want our students to be motivated to make healthy choices when they go into the workforce, not just to get through Job Corps.

Lastly, MI approaches allow the health and wellness program to address a multitude of health-related behaviors. These approaches can be adapted to TEAP, TUPP, HEALs, medication compliance, and management of illnesses. All of these are barriers to employability. Therefore, motivational approaches can be used to advance overall health and wellness at Job Corps.

Learn more about MI at:

- The Motivational Interviewing Network of Trainers (MINT) homepage at: <http://www.motivationalinterviewing.org/>
- Motivational Interviewing Online Courses: http://www.motivationalinterview.org/quick_links/faq.html



News & Notes

Visit the Job Corps Health and Wellness website to download:

- Treatment Guideline: Gonococcal Infection, August 2012
- Coping with Disasters: Guidebook to Psychosocial Intervention
- Training Slides: Dental Health; Dr. Joe Bee, Center Dentist, Old Dominion Job Corps



E-mail your comments or suggestions to Carol Abnathy, National Health and Wellness Manager, abnathy.carol@dol.gov. We have designed these tools with you in mind and we are always open to making a good thing better.

