



VOCAATIONAL --- REHABILITATION

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What is Vocational Rehabilitation?

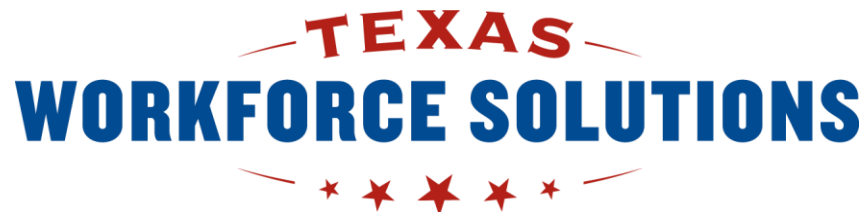
- The Vocational Rehabilitation (VR) program helps people with disabilities prepare for, enter, engage in, or advance in competitive employment.
- The program also helps businesses and employers recruit, retain and accommodate employees with disabilities.

VR Customers consist of:

- Adults with disabilities
- Youth and students with disabilities
- Businesses and employers

VR Service Delivery Structure

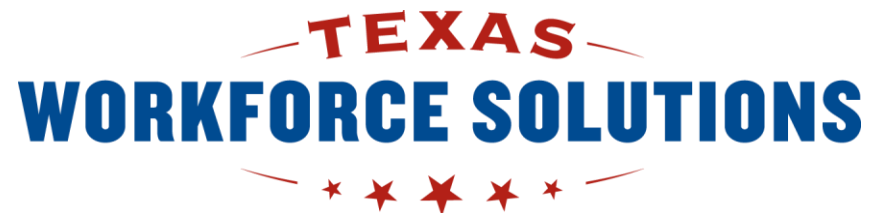
- Teams are led by a counselor and include:
- Rehabilitation Assistants
- VR Teachers
- Employment Assistance Specialists
- Deaf/Blind Specialists
- Vocational Diagnostic Unit
- Assistive Technology Unit
- Community Rehabilitation Programs (CRPs)
- Business Relations Coordinators
- Medical Service Coordinators



Vocational Rehabilitation Counselors

Counselors have significant responsibilities in VR including:

- Determining eligibility
- Providing counseling and guidance
- Understanding disabilities and what the possibilities for employment
- Knowing the community resources that are available
- Understanding barriers to employment and how to mitigate them
- Developing the Individualized Plan for Employment (IPE) which is a shared responsibility between the customer and the counselor
- Understanding local and state Labor Markets



The VR Process

Initial Contact



Application



**Eligibility/
Planning
Phase**



Active Services



Employment



**Successful
Closure**

Eligibility Criterion

- 1) The Individual must have a disability (physical, mental, emotional, or sensory).
- 2) The disability has to result in a substantial impediment to employment.
- 3) The individual must require VR services to prepare for, enter, engage in, or advance in competitive employment.
- 4) The individual must be presumed able to achieve competitive employment.

Vocational Rehabilitation Services

- VR is eligibility-based.
- Income is not a factor for eligibility, but may be considered for cost of certain services.
- We are not an emergency services provider.
- Our services are not intended to be long-term, but there is no cut off. If we know a person will need supports at work long term, we will work with them to make sure they are arranged.

What services can we provide?

TWS-VRS (Texas Workforce Solutions – Vocational Rehabilitation Services) can provide almost any service necessary to help an individual with a disability **go to work**. Services are considered on an individual basis and must be reasonable and necessary for that person.

Vocational Rehabilitation Services

Each individual is unique based on their vocational goal, transferrable skills, schooling, work experience, and disability.

- Counseling & Guidance
- Employment Assistance
- Job Coaching
- On The Job Training
- Job Readiness Training
- Mobility Training (i.e. O&M)
- Job Accommodations
- Vocational Training
- Tools and Equipment
- Vehicle/Job site/Home modifications
- Rehabilitation Teaching
- Services for deaf/blind individuals
- Physical and Mental Restoration
- Reader Services
- Transportation
- Technological Aids and Devices
- Interpreter Services

Vocational Rehabilitation Services Cont.

- Evaluations and assessments
- Treatment and/or therapy to lessen or remove barriers to employment
- Training to learn job skills and appropriate work behaviors
- Rehabilitation technology devices/services to improve job functioning
- Job placement assistance and supported employment services
- Job retention services
- Follow-up after job placement to ensure job success
- Assistance with developing a small business or self-employment



What is Vocational Rehabilitation?

Before Rehabilitation

- I hurt my back and can't do my job.
- I am going to lose my job because I can't hear well anymore.
- I have cerebral palsy and am unable to speak.
- How can I go somewhere I've never been or seen?
- I can't work because I'm blind.
- I can't do what "normal" people can do.



Physical Restoration



Assistive Technology



Communication Access



Orientation & Mobility



Vocational Rehab

After Rehabilitation

- After surgery and rehab, I can return to work.
- With my new hearing aids, I can now perform my job effectively.
- Now I can communicate using my communication device.
- I can go where I want and need to go.
- I can have a career.
- I can be whatever I decide to be.

Transition Services

- The goal is to identify and begin working with students before they graduate so there isn't a delay in supports once they leave school
- VR can begin working with students as early as 14 years old.
- We work alongside the schools to help support and enhance the services they already provide in order to better prepare the student for life beyond high school
- Each High School has either a Transition Counselor or a Vocational Rehabilitation Counselor assigned

Special Population Groups

- Deaf and Hard of Hearing
- Autism Spectrum Disorders
- Veterans
- Transition aged
- Blind or Visually Impaired

Medical Services

- Federal law requires that medical services (including corrective surgery or treatment) that are sponsored or supported by Vocational Rehabilitation Services (VR) must:
 - have a direct effect on the customer's functional ability to perform the employment goal or the services must support other needed vocational rehabilitation services; and
 - be likely, within a reasonable period, to correct or modify substantially a stable or slowly progressive physical or mental impairment that constitutes a substantial impediment to employment.

The following medical services are not authorized:

- ongoing general medical care for health maintenance;
- emerging technology and temporary, experimental, or investigational medical services
- maternity care; and
- medical or surgical treatment associated with:
 - active tuberculosis;
 - sexually transmitted diseases;
 - cancer;
 - organ transplantation (except for the treatment of individuals with end-stage renal disease, subject to management review and approval, as set out below); or
 - human immunodeficiency virus infection (HIV) or acquired immunodeficiency syndrome (AIDS).

Successful Case Closure

- The individual has been able to achieve the employment outcome that was described on the IPE (Individual Plan for Employment) for at least 90 days.
- The job is consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice.
- No additional services are necessary and the consumer and employer are satisfied with the outcome.

Contact Information

- New website and office locator
- <http://www.twc.state.tx.us/jobseekers/vocational-rehabilitation-services>
- TWS-VRS Services for Businesses:
- <http://www.twc.state.tx.us/businesses/vocational-rehabilitation-business-relations>



For TWC-VR inquiries:

1-800-628-5115

customers@twc.state.tx.us