An Overview of Vocational Rehabilitation

Presented by:
Kentucky Vocational Rehabilitation
Purpose of the VR Program

To empower individuals with disabilities to maximize employment, achieve economic self-sufficiency and independence, and to contribute back to society.
VR Counselor Responsibilities

- Determine eligibility
- Decide the nature and scope of services
- Coordinate and authorize for services
- Allocate expenditures
- Establish the suitability of closure
Responsibilities of the Consumer

• Keep all scheduled appointments
• Stay involved with the entire process from eligibility to closure
• Ask questions and make your wishes known
• Return all forms sent home for signature
• Keep your counselor informed of all changes
• Make your counselor aware once you become employed.
CONFIDENTIALITY POLICIES

- Collection of information
- Protection of information
- Use of information
- Release of information
- Recipients of information
VR Process

Referral & Application:

*Referral* = When an individual or service provider contacts VR with a desire to apply for services. Anyone can refer to VR, including the individual.

*Application* = The initial meeting between a VR Counselor and the individual. VR will conduct an interview and complete application forms.
Eligibility

VR Counselors must answer these questions:

*Does the applicant have a disability? Meaning a physical or mental impairment (identified in the Merck Manual or DSM V)

*Does the limitations result in a substantial barrier to employment and require VR services?

*Can the individual benefit from services in terms of an employment outcome?

*Does the applicant meet the Order of Selection?
Eligibility

Remember:
Medical/psychological/educational information will be reviewed by a V.R. Counselor before eligibility can be determined.

We look for more than a diagnosis! We look at *functional limitations*. 
Functional Limitations

Definition:

An impairment **substantially** limits employment when:
- it interferes with the *opportunity* for jobs or preparation for employment;
- causes loss of employment;
- necessitates job modifications;
- or causes the individual to require special assistance in securing suitable employment or in performing job duties.

Factors to consider when assessing **substantiality** are:
- (1) The nature and severity of the impairment;
- (2) The duration or expected duration of the impact;
- (3) Best practice dictates limitations should be of *considerable* duration
  -- Permanent? --

A **serious functional limitation** in the major life categories means that the individual *frequently* requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.
There are seven (7) categories of major life functions:

**A. Work Tolerance:** The ability to carry out required physical and cognitive work tasks in an efficient and effective manner over a sustained period of time. Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.

**B. Mobility:** The physical, cognitive, sensory or psychological ability to move efficiently from place to place – including community, school, home and work. Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment. Mobility does not include limitations due to attendant factors such as geographic location, availability of transportation, or loss of driver’s license due to legal problems.

**C. Work Skills:** The ability to learn and/or perform work functions. Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.

**D. Self-Direction:** The ability to plan, initiate, organize, and carry out goal directed activities related to job preparation or employment. Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.

**E. Communication:** The accurate and efficient transmission and/or reception of information, either verbally or non-verbally due to physical, sensory, emotional or cognitive impairments. (Does not include communication difficulties related to foreign language or cultural differences.) Serious limitation in this area means that the individual frequently requires an alternate mode of communication, assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.

**F. Interpersonal Skills:** The ability to interact in an acceptable and mature manner with co-workers, supervisors, and others to facilitate the normal flow of work activities. (Not due to cultural or language factors) Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed for other workers to participate in employment.

**G. Self-Care:** The ability to perform activities of daily living as they affect the individual’s ability to participate in training and/or work related activities. Serious limitation in this area means that the individual frequently requires assistance from others, personal adaptations, assistive technology and/or accommodations not typically needed by others to participate in employment.
What Is Order Of Selection?

Under federal law, if Kentucky does not have enough money to provide vocational rehabilitation services to all eligible persons, The Office of Vocational Rehabilitation (OVR) must set priorities to serve those with the most significant disabilities. If you are found eligible for OVR services, your counselor assigns you a priority category based on the functional limitations that affect your ability to work.

As of July 1, 2016, OVR is only serving: Category 1

How does OVR determine my priority category?

A counselor will determine your priority category based on how your ability to work is limited. OVR considers seven major areas of functional limitations in determining your priority category:

- communication,
- interpersonal skills ,
- mobility,
- self-care,
- self direction,
- work skills, and
- work tolerance.

Priority Category:

Category 1 - Eligible individuals who have the most significant disabilities.
Category 2 - Eligible individuals with significant disabilities who have limitations in three (3) major areas of functional limitations.
Category 3 - Eligible individuals with significant disabilities who have limitations in two (2) major areas of functional limitations.
Category 4 - Eligible individuals with significant disabilities who have limitations in one (1) major area of functional limitations.
Category 5 - Eligible individuals with non-significant disabilities.
Determining Significant Disability

“Significance of disability” is a separate issue from “Eligibility”. Once eligibility is determined, the significance or non-significance of the disability must be established. As part of the eligibility decision, the counselor determines whether the individual has a physical or mental impairment or combination of impairments that seriously limit one or more functional capacities in terms of employment outcome. In order to be considered significantly disabled, an individual is expected to require multiple vocational rehabilitation services one of which is assumed to be vocational rehabilitation counseling and guidance. At least one additional service must be expected to continue over an extended period of time as defined by the definition of expanded services.

V.R. Counselors: This process relies heavily upon counselor judgment. Limitations identified during the eligibility process through medical recommendations, information about disabilities, labor market trends, attendant factors, etc. will be considered when determining the need for multiple services and whether the service needs meet the definition of an expanded service.
You are Eligible for VR services!!!

Now what??
What Services are needed?

• VR services begin with an individualized assessment and career exploration:

**VR does this by:**
- Collect existing information
- Acquire new information
- Consider the results
- Initiate joint planning
- Career research
- Specify rehabilitation needs

**Primary service is vocational guidance and counseling.**
What are potential services that could benefit V.R. Consumers?

• **Vocational guidance and counseling**: to begin exploration
• **Vocational evaluation**: determines strengths, abilities, interests.
• **Placement**: OVR Job Placement Specialists can assist with job search, interviewing skills, resume writing, etc.
• **Training**: if no transferable skills-training may be an option.
• **Supported Employment**: assistance of job coach to learn job duties.
• **Community Rehab Programs**: transferable skills for placement in job for unskilled workers. CRP staff will go with the individual to assist in application, interview, etc.
• **Referral for services in the community** (Comparable benefits): We are required to use this funding before our own.
• **Rehab Tech**: on site modifications at a job/equipment, training, etc.
• **Driver Evaluation/Training/Modification**: if deemed appropriate
Need vs. Want = Services

General Information/Diagnostics
Acute or Emergency Medical Conditions
Chiropractic Services
Cochlear Implants/BAHS
Community Rehabilitation Program CRP)
  • Introduction
  • Comprehensive Vocational Evaluation
  • Assessment Services
  • Adjustment Services (Facility-Based)
  • Establishment of a Vendor as a CRP
  • NISH Contractors
Convalescent Care
Driver Rehabilitation Technology Program
Guidance and Counseling
Hearing Aids
Home Modification
Independent Living Centers
Interpreter Services for Persons with Hearing Loss
Maintenance
Mental Restoration Services
Nursing Services
Occupational Licenses
Occupational Tools, Equipment, Supplies, and Commodities
On the Job Training
Pace
Personal Assistance Services
  • Physical Restoration
  • General Consideration
  • Medical Consultation
  • Equipment or Aids
  • Visual Aids and Equipment
Post-Employment
Post-Secondary Transition Program
Rehabilitation Technology
Self-Employment
  • Self-Employment Rehabilitation Process Form
Services to Family Members
Supported Employment
Training Services
Transition
Transportation
Trail Work Experience
Tutorial services and Educational Assistance
Vehicle Modification
Carl D. Perkins Vocational Training Center (CDPVTC)

The Perkins Center has been in operation since 1973. One of the main reasons for the creation of the Perkins Center was to enable Kentuckians with disabilities to obtain all the services they would need to become employed in one location. CDPVTC is a day student and residential facility located in Thelma, KY.

The Perkins Center serves individuals with many types of disabilities that include, but are not limited to, learning disabilities, Autism Spectrum Disorders, traumatic brain injury, intellectual disability, deaf/hard of hearing, and physical disabilities. The Center currently operates several programs and services that enable consumers to achieve their vocational goal and independence.
**The Carl D. Perkins Vocational Training Center**

**Programs**

- Work Adjustment
- Cosmetology
- Custodial/ Building Maintenance
- Office Technology
- GED (General Education Development) Test Preparation
- Food Service
- Academic and Lifeskills Program of Higher Achievement (ALPHA)
- Driver Education
- Child Care Development
- Industrial Truck Operator
- Life Skills Enhancement (LEP)
- Grounds Keeping
- Vocational Behavioral Enhancement (VBE)
- Material Management
- Auto Lube/Detail
- Dormitory Housing
- Driver’s Education (Preparation for permit test and “behind the wheel” training through simulators and vehicles)
- External Diploma Program (for persons age 25 & above)
- Job Placement
- Housing in the Center’s Assisted Living Unit staffed by nursing personnel
- Medical Support Services
- Occupational Therapy
- Physical Therapy
- Preparation for GED Exam
- Pace Program
- Qualified students may be housed at CDPVTC with transportation provided to attend near-by KCTCS campuses in Prestonsburg and Paintsville. The Center also has a cooperative agreement with a local Job Corps Center to access training opportunities not available at CDPVTC.
- Recreation (Leisure and Therapeutic)
- Rehabilitation Engineering
- Speech Pathology & Audiology
- Transportation services

**Support services**

In addition to the above programs, CDPVTC also offers the following support services as the individual may require:

- Case Management Services
- Counseling (Supportive and Chemical Dependency)
- Developmental Education
- Dietary Consultation
This provides the direction for services.

The IPE (including amendments/changes) must be mutually agreed upon and signed jointly by the VR Counselor and the individual and/or, as appropriate, a parent, guardian, or other representative.

The IPE must be reviewed with the consumer at least annually.
The IPE includes:

• Vocational Goal  *(What are you going to do?)*

• Time Frame  *(How long will it take?)*

• Services **required** to reach goal

• Provider of services  *(Who?)*

• Funding Source  *(Who is paying?)*

• Start Date

• Other Notes
CONSUMER COST SHARING

Economic Need Determination is an effort to maximize services to those with the greatest financial need. KY OVR utilizes an economic need test to determine the amount of available funds an individual may be able to contribute to their VR program. This information is important in determining whether a consumer has excess income that can be applied to the rehabilitation program.
Economic Need Determination

Services **included** in economic need testing

Provision of the following services requires an economic needs test:

- Physical and mental restoration services;
- Tuition and initial registration fees for vocational and college training;
- Maintenance other than diagnostic;
- Transportation other than diagnostic;
- Services, other than diagnostic, to members of an individual’s family necessary to the adjustment or rehabilitation of the individual with a disability;
- Occupational licenses, tools, equipment, and initial stock (including livestock) and supplies;
- Post-employment services other than those listed under the excluded section;
- Tuition and initial registration fees for training beyond the baccalaureate level;
- Computer purchases for consumers;
- Other goods and services which can reasonably be expected to benefit an eligible individual in terms of employment outcome; and
- Vehicle and property modifications in excess of $10,000.

Services **excluded** from economic needs testing

The following services shall be excluded from an economic needs test:

- Assessment for determining eligibility, priority for services, and vocational rehabilitation needs;
- Counseling and guidance and referral services;
- Services provided by staff at state owned and operated rehabilitation facilities;
- Placement;
- Communication assistance in the consumer’s native language;
- Supported employment services;
- Interpreter services for the deaf;
- Reader services for the blind;
- Personal assistance services;
- Tutors, note-takers, and assistive technology educational aids;
- Other training, including: driver training, on-the-job training, job coaching, job development and training; and
- Books, supplies, tools and equipment for vocational and other training.
- Rehabilitation technology services are excluded except for vehicle and property modifications in excess of $10,000;
Employment Is The GOAL

Criteria for Determining “Suitable Employment”

Employment may be considered suitable after the individual has:

1. Worked at least 90 days and
2. The following minimum conditions are met:

   a. The work performed is consistent with the individual’s identified vocational goal as identified in the IPE.

   b. The individual has the necessary skills to perform the work.

   c. The employment and working conditions will not aggravate the individual’s disability or jeopardize the health or safety of others.

   d. The individual is able to perform the essential functions of the job as determined by the employer with or without reasonable accommodation.

   e. The employment is regular and reasonably permanent, and the individual receives a wage commensurate with that paid to other workers for similar work. If not employed full-time, the employment is consistent with the individual’s capacity to work.
Types of Employment

• Competitive employment *(examples)*
  – Employment *without* Supports in Integrated Setting - is full-time or part-time employment in an integrated setting without ongoing support services.

  • *Home-Based Employment* (A home-based business is a business, profession or trade that is consumer owned, managed and operated out of the consumer’s residence. A home-based business is self-employment.)
  • *Unpaid Worker* (Individuals may be placed in work enabling where they are compensated through in-kind benefits (room & board, sustenance, etc.) rather than income. The services performed by the individual may include babysitting, attendant care, farm work, etc., and shall be a direct benefit to the work unit).

  – Employment *with* Supports in Integrated Setting - is full-time or part-time employment in an integrated setting with ongoing support services for individuals with significant disabilities (supported employment).

• Self-employment - refers to work for profit or fees including operating one's own business, farm, shop, or office. "Self-employment“ includes sharecroppers, but not wage earners on farms.
Types of Employment.... Cont.

(V.R. is NOT involved in either of these)

• Sheltered Employment Programs/ Enclaves
• Adult Day Programs

Need Help?

• V.R. Job Placement Specialists
• Community Rehab. Programs *(Short-term)*
• Supported Employment Programs *(Long-term)*
CASE CLOSURE

• The individual has been provided appropriate and substantial services in accordance with the IPE; and has maintained employment in an integrated setting in the same occupational grouping for at least ninety (90) consecutive days. (They are WORKING !!!!!!!)

• The individual’s case should be closed when no further VR services are justified, required, or anticipated in the immediate future.
Thank You