

# Vocational Rehabilitation Services

## Sources of Information:

- TVR agencies are authorized to provide services by section 121 of the Rehab Act and [34 CFR part 371](#).
- Section 103 of the Rehab Act is where descriptions of these services can be found.

## Comparable Services:

The cost of a VR service is covered in part or in whole by another program/agency/etc.

## VR Services to Individuals:

Services described in an IPE need to be necessary to assist an individual with a disability in preparing for, securing, retaining, or regaining an employment outcome that is consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individual. This includes any service essential to an IPE, including but not limited to:

(1) **Assessment services** for determining eligibility and VR service needs - a VR service that involves a comprehensive review of an individual's work/training background, general functional capacities, and social/behavioral characteristics. In the eligibility phase of the VR process, assessment usually includes an evaluation of medical factors, psychological makeup, educational background, etc. In the IPE development phase of the VR process, assessment usually includes the "GREAT 8": strengths, interests, abilities, capabilities, concerns, priorities, resources, and informed choice.

- No comparable services needed

(2) **Counseling and guidance** provided throughout the VR process - primary function of your job as a TVR counselor.

- No comparable services needed

(3) **Referral services** to secure services from other agencies - connecting with providers who are best suited to address the specific rehabilitation, independent living and/or employment needs of a participant.

- No comparable services needed

(4) **Job-related services**, including job search, job placement, job retention services, follow-up services, and follow-along services.

- **No comparable services needed**

(5) **Vocational and Other Training** services such as at an institution of higher education, personal and vocational adjustment services, books, tools, and other training materials.

- **Comparable services must be considered**

(6) **Diagnosis and treatment services** - physical and mental restoration services, these VR services are used to diagnose and treat physical and mental impairments. These services should, within a reasonable amount of time, substantially improve a physical or mental impairment that is an impediment to employment.

- **Comparable services must be considered**

(7) **Maintenance services** - monetary support provided to an individual for expenses, such as food, shelter, and clothing, that are in excess of the normal expenses of the individual and that are necessitated by the individual's participation in assessment or (most commonly) while receiving other services listed in the IPE (such as vocational training).

- **Comparable services must be considered**

(8) **Transportation services** - necessary travel expenses for a participant to be able to participate in VR services listed in the IPE. This also includes training in the use of public transportation vehicles and systems if a participant needs it for services in their IPE.

- **Comparable services must be considered**

(9) **Personal assistance services** - a range of services, including, among other things, training in managing, supervising, and directing personal assistance services, provided by one or more persons

- **Comparable services must be considered**

(10) **Interpreter services and reader services** - services include sign language or oral interpretation services for individuals who are deaf, or hard of hearing and tactile interpretation services for individuals who are deaf-blind. Interpreter services also includes translation services are provided to non-English speaking individuals during all phases of the rehabilitation process including the grievance process.

- **Comparable services must be considered**

(11) **Rehabilitation teaching services**, and orientation and mobility services - a comprehensive service that involves training to assist a participant in achieving his/her maximum level of functioning in areas such as those listed below. These services are customarily provided in the individual's home, at a private agency serving individuals who are blind, in a school setting or other community setting.

- Comparable services must be considered

(12) **Occupational licenses, tools, equipment, and initial stocks and supplies services** - licenses, permits or other written authority required by a state, city, or other governmental unit to be obtained in order to enter into an occupation or become self-employed.

Occupational and professional licenses are provided as part of the rehabilitation plan to increase the individual's prospects of employment or self-employment.

- Comparable services must be considered

(13) **Technical assistance/consultation services** to conduct market analyses, develop **business plans**, and otherwise provide resources, for self-employment, **telecommuting** or small business. Assisting businesses to understand their business needs and provides businesses with customized services. VR agencies can help a business's employees become more aware of key disability issues, help fill open positions with qualified job seekers who experience disabilities, help evaluate workplace accessibility, assist with job descriptions and recruitment processes to remove barriers, and provide training and accommodation assistance.

- Comparable services must be considered

(14) **Rehabilitation technology services** - VR service that uses technology to meet the needs of and address the barriers confronted by individuals with disabilities in areas which include education, rehabilitation, employment, transportation, independent living, and recreation. The term includes rehabilitation engineering, Assistive Technology (AT) devices, and Assistive Technology (AT) services.

- No comparable services needed

(15) **Transition services** for students with disabilities - planning and preparing for when a student graduates or exits the school system. Communication and collaboration between schools and VR may help to ensure a smoother transition for youth. Successful transition planning involves VR counselors and educators working together to encourage students and their families to think about goals for life after high school and develop a plan to get

there. Transition is a collaborative process that is student centered and student driven. It is a balance between independent living skills training and vocational skills training and involves the family, educational partners, community resources and other networks of support.

- Comparable services must be considered

(16) **Supported employment services** - ongoing support services, including for customized employment, needed to support and maintain an individual with a most significant disability, including a youth with a most significant disability, in supported employment.

- Comparable services must be considered

(17) **Customized employment services** - competitive integrated employment, for an individual with a significant disability.

- Comparable services must be considered

(18) **Encouraging advanced training services** (masters and doctorate degrees) of qualified individuals who are eligible to receive services under this title to pursue a science, technology, engineering, or mathematics (including computer science) field, medicine, law, or business.

- Comparable services must be considered

(19) **Services to the family** of an individual with a disability necessary to assist the individual to achieve an employment outcome. VR service that is provided to family members of a participant when it is found necessary to enable the applicant or eligible individual to achieve an employment outcome. The purpose of providing services to family members is to alleviate issues within the family which have a negative impact upon the participant's adjustment or rehabilitation to the extent that the individual would be unable to begin or continue his/her IPE or employment would be unnecessarily delayed or could not be achieved.

- Comparable services must be considered

(20) **Specific post-employment services** - VR services needed to help a participant keep their job, get hired back, or advance in their employment after an IPE has been completed.

- No comparable services needed

(21) **Culturally Specific services** (also known as “Traditional Services”) - any services for a participant that reflect the cultural background of the participant being served that are necessary for their successful employment. Culturally specific services reflect a key difference between State VR and Tribal VR programs. Tribal VR programs operate with cultural understanding and values that are a foundation for employment success and they offer a greater understanding of the local, cultural, and familial needs of American Indian and Alaska Native participants.

- **Comparable services must be considered**

### **VR Services for Groups of Individuals**

Vocational rehabilitation services provided for the benefit of groups of individuals with disabilities may also include the following:

- (1) **Small business operated by individuals with significant disabilities**, which includes management services and supervision by VR agency if needed. May also include vending facilities or other equipment and initial stocks and supplies.
- (2) **Community Rehabilitation Programs (CRPs)**: Establishment, development, or improvement, including, under special circumstances, the construction of a facility. CRPs provide services that promote integration into the community and that prepare individuals with disabilities for competitive integrated employment, including supported employment and customized employment.
  - **Competitive employment** means work performed by a person with a disability in an integrated setting. Payment for work is at least minimum wage and comparable to non-disabled workers performing the same tasks.
- (3) **Telecommunications systems** (including telephone, television, satellite, radio, and other similar systems) to improve VR services to participants.
- (4) **Nonvisual access to information** for individuals who are blind
  - Telecommunications, braille, sound recordings, or other appropriate media
  - Captioned television, films, or video cassettes for individuals who are deaf or hard of hearing
  - Tactile materials for individuals who are deaf-blind
  - Other special services that provide information through tactile, vibratory, auditory, and visual media

(5) **Technical assistance to businesses** that are seeking to employ individuals with disabilities

(6) **Transition consultation and technical assistance** services to assist educational agencies and local educational agencies in planning for the transition of students with disabilities from school to postsecondary life, including employment.

(7) **Transition services to youth with disabilities** and students with disabilities. This means time dedicated for VR counselors to coordinate and work with educational agencies, providers of job training programs, providers of services under the Medicaid program under the Social Security Act, centers for independent living, housing and transportation authorities, workforce development systems, businesses and employers, etc.

(8) The establishment, development, or improvement of **assistive technology** demonstration, loan, reutilization, or financing programs in coordination with activities authorized under the Assistive Technology Act of 1998 to promote access to assistive technology for individuals with disabilities and employers.

(9) Support (including, as appropriate, tuition) for **advanced training** in a science, technology, engineering, or mathematics (including computer science) field, medicine, law, or business.

- Participant must have previous completion of a bachelor's degree program
- Participant must be accepted at an institution of higher education in the United States that confers a master's degree in a science, technology, engineering, or mathematics (including computer science) field, a juris doctor degree, a master of business administration degree, or a doctor of medicine degree