
Vocational Rehabilitation Services for Persons with Developmental Disabilities: Post Secondary

Presentation for the NC Institute of Medicine Task Force
on Transitions for Persons with Developmental
Disabilities

November 19, 2008

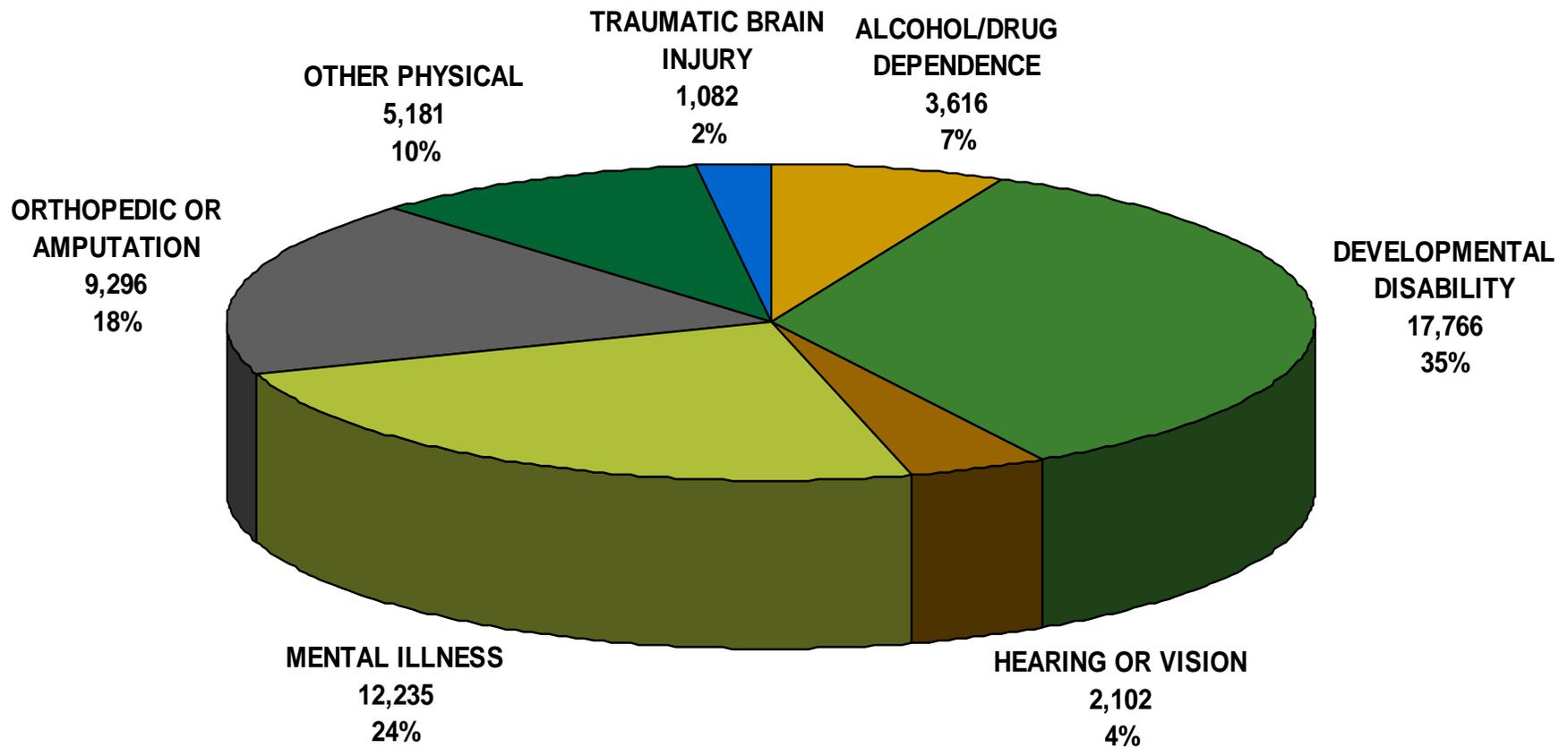


DD and Vocational Rehabilitation

- Historically, consumers with developmental disabilities have represented the highest proportion of individuals served by VR than any other disability group.
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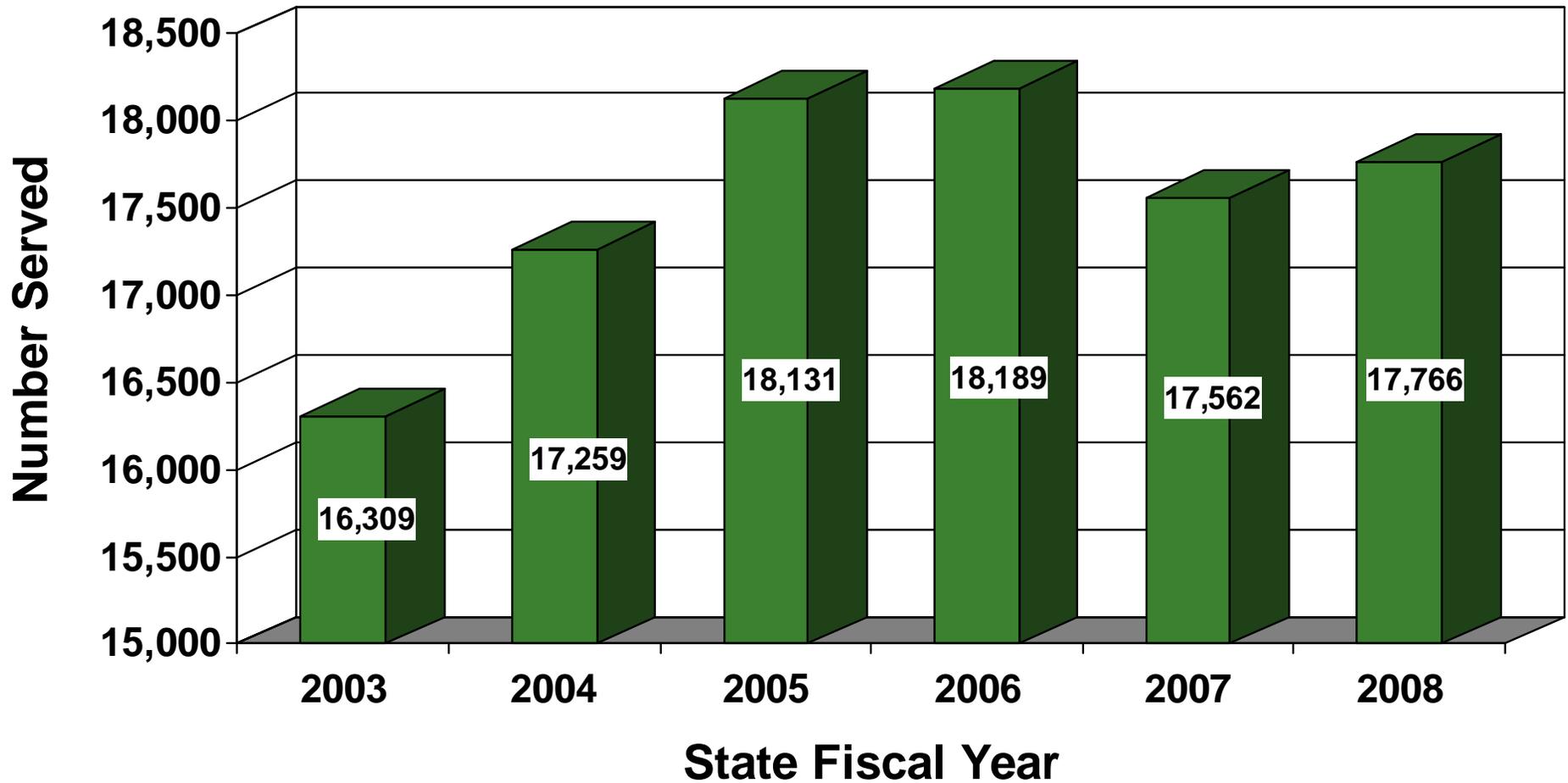
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Eligible VR Consumers Served in SFY 2008



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Eligible VR Consumers with Developmental Disabilities



Applying for VR Services

- Consumer must have a disability that substantially impacts employment potential, and,
 - Can be determined that VR services can or most likely will lead to employment.
 - Persons on SSI/SSDI “presumed” eligible unless determined otherwise.
 - 60 days to determine eligibility.
 - All services sponsored by VR must be associated with an appropriate vocational goal.
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VR Services Available to Consumers with Developmental Disabilities – Post Secondary

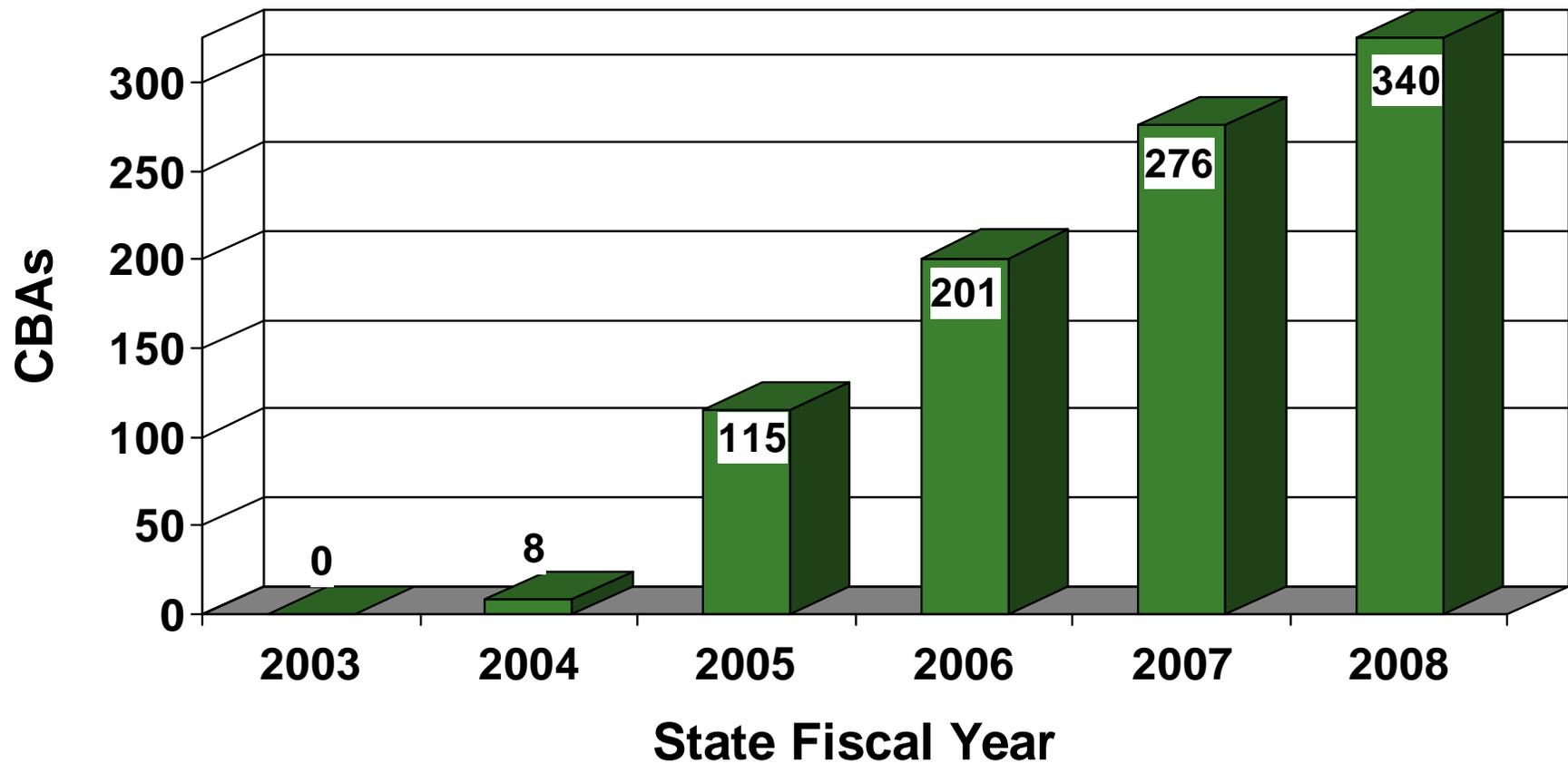
- Guidance & Counseling
 - Testing, evaluations and specialized assessments.
 - Rehabilitation engineering services
 - Home, Vehicle & Job Site Modifications
 - Assistive Technology
 - Cognitive Retraining for Brain Injured
 - Personal Assistance
 - Work Adjustment Training – Facility & community based
 - Work Adjustment Job Coaching
 - Vocational/College Training
 - Supported Employment
 - Benefits Counseling
 - Transportation Assistance to assist with employment
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Community Based Assessments

- Community Based Assessment – a technique allowing an individual to perform competitive job duties in the public or private sector thereby allowing on-site assessment of the individual's skills and job related behaviors.
 - Advantages:
 - More valid and reliable than standardized testing and simulated work evaluations.
 - Face-validity. Actually doing work vs. psychometric test .
 - Higher consumer motivation to perform.
 - Reality focused.
 - Can be paid work or unpaid.
 - Disadvantages:
 - Time consuming.
 - Sell to employers to utilize worksites.
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Community-Based Assessments for VR Consumers with Developmental Disabilities



Rehab Engineering Services

- Systematic application of technologies, engineering methodologies or scientific principles to meet the needs of and address the barriers confronted by individuals with disabilities.
 - Examples: adapted computer access, augmentative communication, special seating & mobility, vehicle modifications, and services which impact the environment such as accessibility, job re-design, work site modifications & residence modifications.
 - Engineering evaluations are not subject to financial needs testing; however, services and devices are.
 - 18 Field Engineers and 1 State Office Engineer
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Assistive Technology Services

- Free Services include:
 - Device demonstration, Device loan, & Device reutilization
 - Training/Technical Assistance
 - Public Awareness
 - Fee Based Services:
 - Assessments, Feature Matching & Device Trial, Training on specific Devices/Software, Consultation Services, and Training.
 - 11 Field office locations: Raleigh, Sanford, Winston-Salem, Greensboro, Greenville, Wilmington, Rocky Mount, Sylva, Morganton, and Charlotte.
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Categories of Assistive Technology

- Vision
 - Hearing
 - Speech Communication
 - Learning, Cognition, and Developmental
 - Mobility, Seating, and Positioning
 - Daily Living
 - Environmental Adaptations
 - Vehicle Modification & Transportation
 - Computers and Related
 - Recreation, Sports and Leisure.
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Cognitive Retraining For Brain Injured Consumers

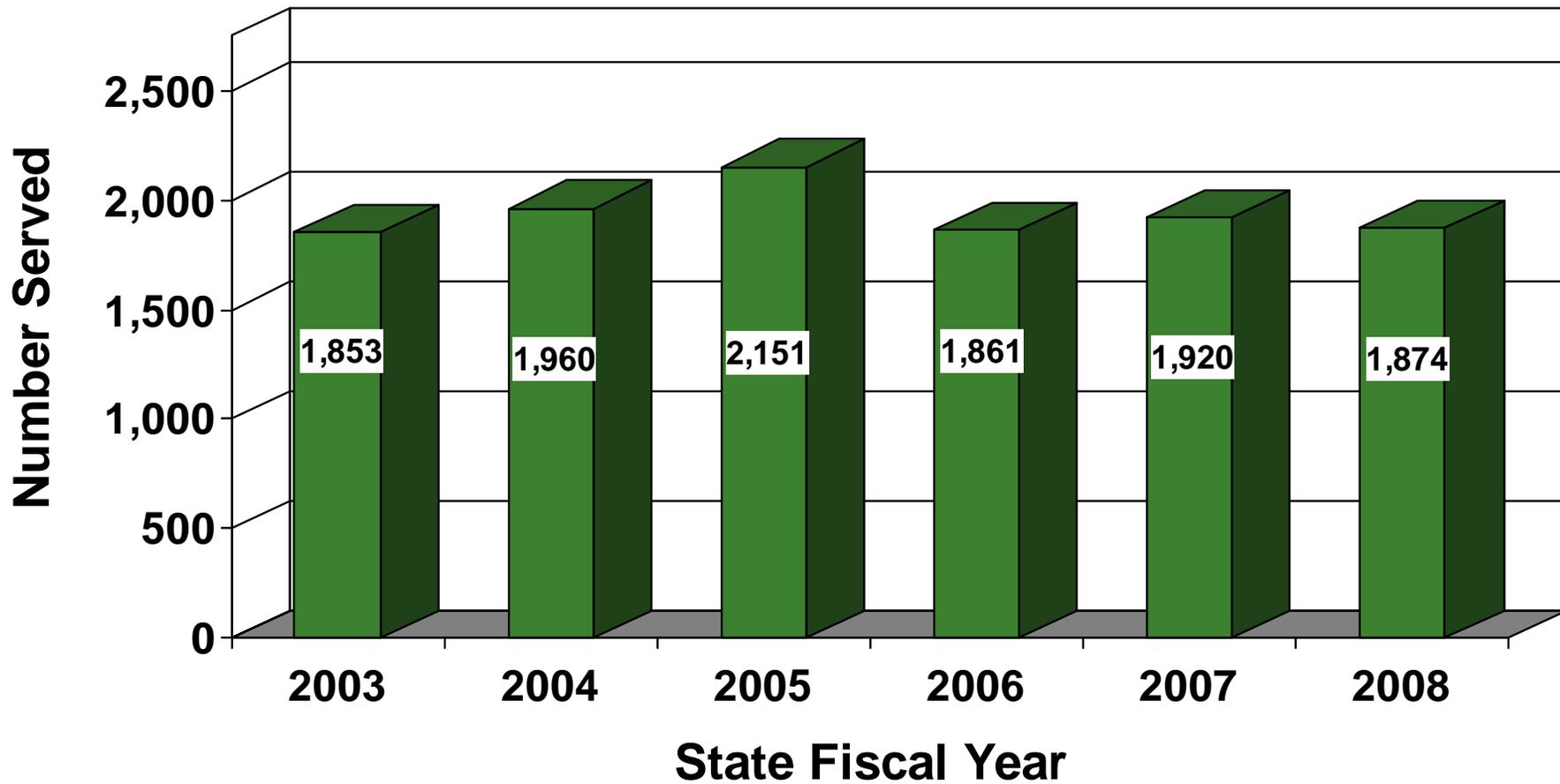
- Programs that provide cognitive rehabilitation, therapy, occupational information, service coordination and support services to individuals with significant brain injuries.
 - Available in Charlotte, Winston-Salem, Raleigh, Fayetteville, and Goldsboro.
 - Service is not subject to financial needs testing.
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Work Adjustment Training & Job Coaching Services

- Work Adjustment Training includes activities to improve & increase productivity, attendance, punctuality, ability to work with others, ability to work under supervision and work tolerance. Can be facility or community based. Subject to financial needs testing.
 - Work Adjustment Job Coaching – for consumers that require on-the-job supports but not to the extent as supported employment. Included in service are job development, job placement, and job training. Long term follow-up is not a part of this service. WAJC is not subject to financial needs testing.
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VR Consumers with Developmental Disabilities Receiving Work Adjustment / Jobcoaching Services



Supported Employment

- Proven best practice employment support model intended for persons with the most severe disabilities.
 - Placement in a job within the community.
 - Pays at a competitive level, at least minimum wage.
 - Integrated environment, i.e., significant number of co-workers that are not disabled
 - There must be ongoing extended support services (non Federal VR funds)
 - Time-limited services under federal regs (VR)
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Eligibility Criteria for Supported Employment under Vocational Rehabilitation

“Most Significantly Disabled” criteria:

- Consumer with multiple services over an extended period of time,
 - Impairment seriously limits three or more of the following functional capacity areas in terms of employment outcome:
 - Communication, interpersonal skills, mobility, self-care, self-direction, work skills, and work tolerance.
 - Individual will require at least 9 months or more to complete services, or who will require one of the following services permanently to accomplish job choice & maintain employment:
 - Personal assistance
 - Rehabilitation technology
 - Extended services
 - SSI/SSDI Presumption of Eligibility
 - Supported employment is not subject to financial needs testing
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Typical Pathway for Supported Employment Consumers in VR

- May undergo a supplemental evaluation to better define placement options.
 - Placement & intensive training phase of on-the-job supports.
 - Stabilization phase – joint agreement between counselor, consumer & employer that placement is successful – no pre-determined length of time.
 - Transition period is when VR sponsored services begin to phase out and move into extended services with other funding sources.
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Extended Services Following VR Supported Employment

- Federal regulations dictate that there be at least two monthly follow-up contacts when VR funds are used for supported employment placements.
 - This service should be indefinite unless negotiated otherwise between consumer and provider.
 - Funding for these services in NC has been a patchwork of different sources which has presented significant challenges.
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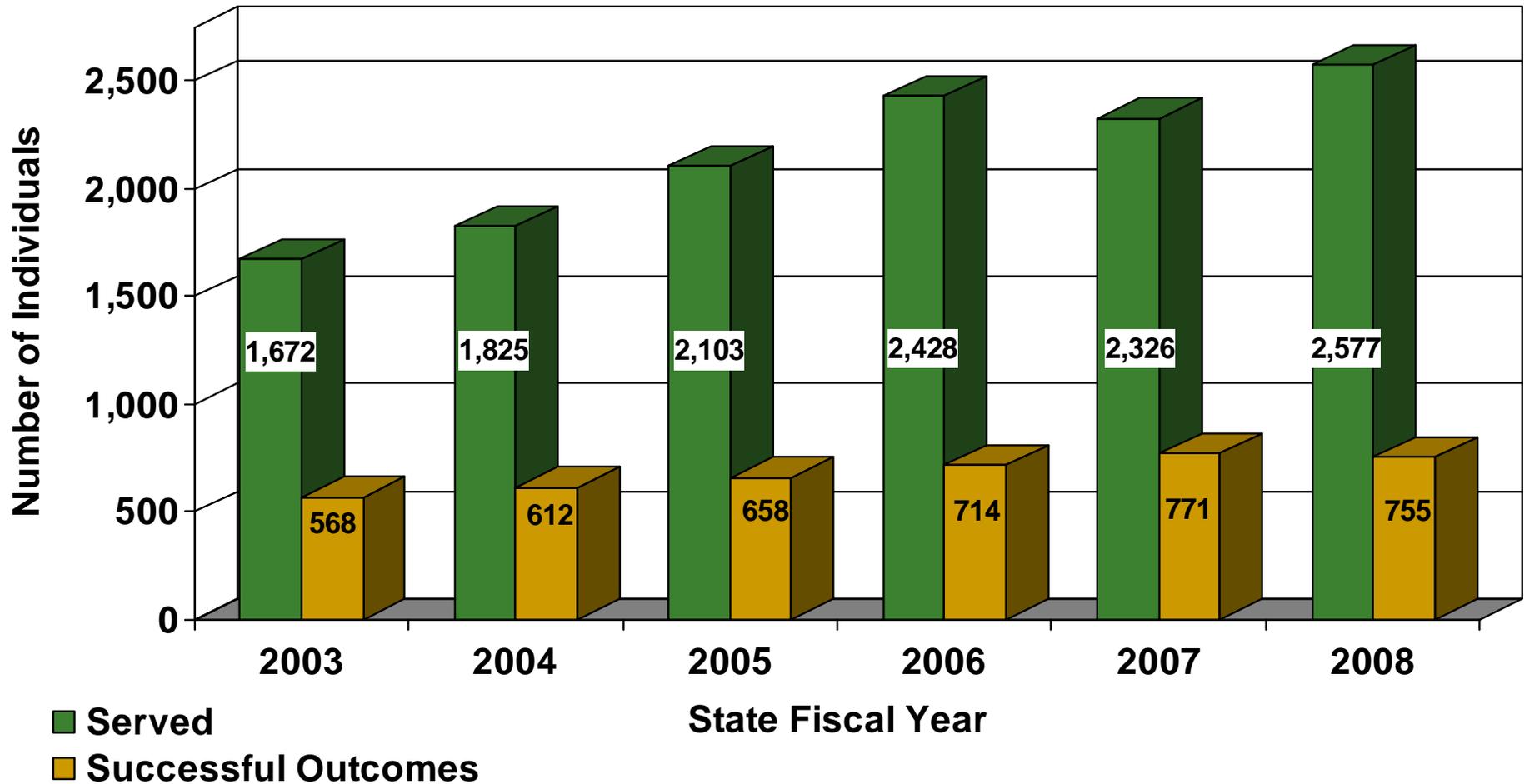
Supported Employment Case Closure

- Following factors must be achieved:
 - ❑ Successful completion of training phase,
 - ❑ Successful completion of stabilization on the job
 - ❑ Employer and consumer satisfaction

 - Successful employment outcome cannot be considered until 90 days after the end of stabilization.
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VR Consumers with Developmental Disabilities Receiving Supported Employment Services



BENEFITS COUNSELING

- Grant funded through Social Security Administration to assist individuals to maximize use of work incentives.
 - Since January 2000, 11,165 individuals have been served.
 - VR provides coverage to the following counties:
Chatham, Durham, Harnett, Lee, Montgomery, Moore, Orange, Wake, Anson, Bladen, Cumberland, Hoke, Richmond, Sampson, Scotland, Cabarrus, Gaston, Lincoln, Mecklenburg, Rowan, Stanley, Union, Alexander, Alleghany, Ashe, Burke, Caldwell, Catawba, Iredell, Watauga, and Wilkes.
 - Service is not subject to financial needs testing.
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Questions??
