VOCATIONAL REHABILITATION
What is Vocational Rehabilitation?

- A program designed to help individuals with physical or mental impairment(s) prepare for, engage in and retain competitive integrated employment.
VR Mission & Vision

- Empower people with disabilities through employment
- Transforming lives through a great VR experience for everyone
Services Offered

- Pre-Employment Transition Services
- Summer Work Experience
- Vocational Guidance and Counseling
- Supported Employment
- Employment Services
- Employment Services Plus for Autism, DHH, TBI
- Training/College
- Rehabilitation Technology
- Individual Placement Supports (IPS)
With the changes to WIOA in 2014, VR was charged with serving students who are potentially eligible and at a younger age.

VR partnered with University of Missouri (MU) to provide Pre-ETS services to students who are potentially eligible.

Pre-Employment services are provided in the following areas:

- Job Exploration Counseling
- Work-based Learning Experiences
- Workplace Readiness Training
- Instruction in Self-Advocacy
- Counseling on Post-Secondary Enrollment
VR also developed a summer work experience to provide Work-based learning for students the summer before their last year in school.

This is a 6 week program and includes a Job Readiness Training component.

Students are paid minimum wage for their experiences and are provided a job coach in a 1:6 ratio.

https://youtu.be/s6iLn6rE150
Employment Services

- This service is funded by VR and provided by a CRP.
- For individuals that do not need long-term coaching or long-term follow along services.
- Limited coaching available.
- Retention Services for a minimum of 90 days.
- Includes Job Development with resume building, interview prep, filling out applications, etc.
Supported Employment

- This service is funded by VR and provided by a Community Rehabilitation Provider (CRP) and is for those individuals needing coaching and long-term supports on the job—must be Most Significantly Disabled.

- Includes:
  - Discovery and Exploration: community assessments, informational interviews, job shadowing, interest assessments to determine appropriate job;
  - Job Development: resume building, interview skills, completing job applications;
  - Coaching: Onsite supports to learn the job; and
  - Long-Term Follow Along Services: monthly check-ins for the life of the job.
ESP for Autism-Neurocognitive, Head Injury or Deaf and Hard of Hearing (D/HH)

- Autism Services-includes Career Exploration, social skills groups, Job Development, coaching, follow along at least 90 days
- Head Injury-Can include return to work, Job Development, 90 day follow along
- D/HH-includes D/HH case management, interpreting, Job Development, coaching, 90 day follow along services

**These services are not available in all areas**
Individual Placement and Support (IPS)

- IPS is a collaborative service with the Department of Mental Health (DMH) for individuals with a serious mental illness in order to help them obtain and maintain employment.

- The IPS approach is to place an individual into employment as soon as possible, placing less emphasis on the traditional concept of employment “readiness”.

- Principles of IPS:
  - Focus on Competitive Employment
  - Eligibility is Based on Client Choice
  - Integration of Rehabilitation and Mental Health Services
  - Attention to Worker Preferences
  - Personalized Benefits Counseling
  - Rapid Job Search
  - Systematic Job Development
  - Time-Unlimited and Individual Job Support.
College/Training Assistance

- Financial Assistance based on financial need of individual/family.
- Assistance connecting with disability support services.
- Vocational Guidance and Counseling throughout training or college and on to Employment-assistance with resume building, interview skills.
- Follow-along assistance after graduation until the individual is employed.
Rehabilitation Technology

- VR can assist with technology necessary for an individual to obtain, maintain or regain employment, such as:
  - Hearing aids
  - Wheelchairs
  - Vehicle modifications
  - Home modifications
VR Business Team

VR business team focuses on the following 3 areas:

- **Employer Engagement**- a connection to employment opportunities, opening the door for a job seeker. Strategic access to the employer.

- **Community Partnership**- ensuring that VR is at the table and included. Creating and accessing braiding opportunities. Knowledge and sharing of resources.

- **VRC and Agency Support**- necessary steps to connect job ready candidates to opportunities. Opportunities include apprenticeship, OJT and other training options by vetting these opportunities before we provide the information to staff.
2020 Successful Outcomes

3,521 consumers with successful employment outcomes!!
Annual increase in earnings: $57,307,796!!!
For more information

http://dese.mo.gov/adult-learning-rehabilitation-services/vocational-rehabilitation

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