



**WORKFORCE  
SERVICES**  
REHABILITATION

# Introduction to Vocational Rehabilitation (VR)

The Vocational  
Rehabilitation (**VR**)  
program assists individuals  
with disabilities to obtain  
**employment** and increase  
their **independence**.



# What Counts As a Disability?

- Any ***physical*** or ***mental*** condition that limits a person's ability to complete major life activities, such as: *breathing, walking, talking, hearing, seeing, sleeping, caring for one's self, performing manual tasks, and working.*

# Examples of Disabilities

This includes, but is *not limited to*:

- Alcohol or Substance Dependence
- Mental Health Conditions
- Autism
- Cerebral Palsy
- Intellectual/ Developmental Conditions
- Diabetes
- ADHD
- Learning Disorders
- Spinal Cord Injury
- Traumatic Brain Injury
- Respiratory Disorders
- Multiple sclerosis
- Blindness / Vision Loss
- Deaf / Hard of Hearing
- Amputation
- Other Physical Conditions/Disorders



# VR Eligibility Criteria

VR Counselors review medical records and initial interview information to make a determination of eligibility based on the following four criteria:

1. Does a significant ***physical or mental impairment*** exist?
2. Does this impairment result in a ***substantial barrier to employment?***
3. Does the individual require VR services?
4. Will the individual benefit in terms of an employment outcome?



# VR Eligibility Criteria (cont.,)

- **Presumptive Eligibility:**
  - If an individual is receiving SSDI/SSI for their own disability, they are “Presumed Eligible” for VR Service.



# Plan Development

- After the client is found eligible, they work with their VR Counselor to develop an Individual Plan for Employment (IPE).
  - The IPE outlines the steps and services that the client will need to become successfully employed and addresses the following:
    - Clients strengths, interests and past work experience.
    - Selecting a Vocational Goal (job goal)
    - Remediating clients disability
    - Exploring comparable benefits and services
    - Identifying the services needed to help the client become successfully employed.



# What Types of Services Are Available?

Services are based on individual need and an employment plan developed with a VR Counselors. This could include:

- **Counseling and Guidance**
- **Diagnostic Evaluations**
- **Medical Services and Treatment**
- **Assistive Technology**
- **Education & Training**
- **Job Placement**
- **Support Services**, such as transportation assistance, clothing/tools/supplies for work or help with expungement fees
  - *Note: VR is not able to pay for fines or restitution.*



# Employment

- Once a client becomes employed in the vocational goal selected on their IPE, the counselor will work with them to begin closing their case.
  - Case closure happens after at least 90 days of successful employment
  - During employment, services to support client continue to ensure the client is stable in their chosen job.
  - Counselor will communicate with the client during the employment phase and notify them along the way as they work toward case closure.



# How to Apply

1. **Contact a local VR office.**
  - a. Find the nearest Vocational Rehabilitation (VR) office by using the Office Locator tool at [jobs.utah.gov/usor/vr](https://jobs.utah.gov/usor/vr)
2. Schedule an **orientation** and/or obtain an application.



# How to Apply (cont.,)

3. A client would meet with a VR counselor to assist them in obtaining medical **documentation of their disability**.
  - a. If there are no appropriate records, VR can pay for a diagnostic assessment. Eligibility decisions can take up to 60 days, but on average take 30 days or less.
4. Next steps if Eligible - A client would work with a VR Counselor to develop an **Individualized Plan for Employment** and start working toward goals



# For More Information

Visit: [jobs.utah.gov/usor](https://jobs.utah.gov/usor)

The screenshot displays the Workforce Services website interface. At the top left is the logo for Workforce Services, with the tagline 'REHABILITATION'. The top right navigation menu includes links for Home, About, Services, Partners, and Sign In. Below this is a secondary menu with Job Seekers, Employers, Assistance, and Economic Data, followed by a search icon. The main banner features the heading 'YOUR ABILITIES COME FIRST' and the subtext 'Helping Utahns with disabilities obtain meaningful employment and increase independence.' A 'Read More' button is positioned below the banner. The banner image shows two women in an office setting. Below the banner are four service categories, each with an icon, a brief description, and a 'Learn More' button:

- Blind and Visually Impaired:** Services that increase independence and integration for individuals who are blind or visually impaired.
- Vocational Rehabilitation:** Counseling and guidance services to help individuals with disabilities achieve their employment goals.
- Deaf and Hard of Hearing:** Programs serving a community of individuals who are Deaf, Hard of Hearing, Deafblind and Blind/Deaf.
- Disability Determination:** Services that determine the medical eligibility portion of Social Security disability claims.

