

VOCATIONAL REHABILITATION (VR) SERVICES FOR THOSE WITH DEVELOPMENTAL DISABILITIES:

Frequently Asked Questions

Created in collaboration by:



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ABOUT THE COLLABORATORS



ADVANCING JUSTICE. ADVOCATING INCLUSION.

New Jersey's designated Protection and Advocacy agency under federal law for people with disabilities.

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Authorized by the federal Developmental Disabilities Act to engage in advocacy, capacity building and systemic change activities.

AN INTRODUCTION

Both the Division of Developmental Disabilities (DDD) and the Division of Vocational Rehabilitation Services (DVRS) provide services for those persons with developmental disabilities who are seeking employment. Each agency can provide services, but generally a person must first apply for employment services through DVRS, before seeking services from DDD.

The services provided by DVRS are comprehensive and intended to help those persons with disabilities obtain competitive, integrated employment. DVRS can provide trial work experiences, evaluations, restorative services, employment supports and other services to ensure that persons with disabilities can reach their employment goals.

If a person is ineligible for services from DVRS or if specific DVRS services are unavailable, a person with developmental disabilities may seek employment services from DDD. Your support coordinator can explain and plan for services, including career planning, prevocational training, as well as supported employment and transportation. The services are like those provided by DVRS to support entry for competitive, integrated employment. In both instances, these agencies can provide essential services and supports that can permit those with developmental disabilities to obtain gainful and meaningful employment opportunities.

Q: WHO IS ELIGIBLE FOR DVRS SERVICES?

- A:** Any individual who:
1. Has a physical, mental, cognitive, or other form of disability, which
 2. Presents a substantial impediment to employment, and
 3. Can take advantage of vocational rehabilitation services.

The goal of the New Jersey Division of Vocational Rehabilitation Services (DVRS) is to enable eligible individuals with disabilities to achieve an employment outcome consistent with their interests, strengths, priorities, needs, abilities, and capabilities.

Q: WHAT SERVICES ARE OFFERED?

A: Career Counseling and Job Interests:

- Vocational counseling, guidance, and referral: VR counselors explain all options to you and make sure that you are going to meet your vocational goals.
- Job search skill development: VR counselors help you search for employment, write resumes, practice interviews, and learn business etiquette.
- Placement services: VR counselors assist you to search for jobs and contact companies. You may also receive placement such as interviewing, skills training, soft skills training, on-the-job training (OJT), supported employment (SE), or time-limited job coaching (TLJC).

Employment Evaluations:

- Community Based Work Evaluation (CBWE): CBWE determines if a particular job is appropriate for you, as well as the supports needed for you to keep the job.
- Customized Employment (CE): CE helps you identify your primary vocational interest and create an individualized plan for employment. CE can include carving out or creating a new position, modifying a current position, or reassigning a task.
- Trial Work Experience (TWE): TWE is used when you want to get a job in competitive

integrated work situations, and DVRS wants to learn your disabilities and abilities to determine whether or not they can help you. It is NOT used to determine if a specific job is appropriate for you. TWE occurs one-on-one and involves the job coach arranging for and monitoring work experiences in multiple and various community-integrated work settings.

Job Placement and Related Employment Supports:

- Pre-Placement / Placement Services: Pre-placement / placement occurs when you need assistance in the job search and job placement process. Services may include career exploration, job shadowing/sampling, situational assessment, job preparation, job development, and job match placement.
- Time-Limited Job Coaching (TLJC): You can request TLJC when you need one-on-one assistance from a job coach to learn job duties when you start a new job until you get used to it.
- Supported Employment (SE): SE is used when you need one-on-one assistance from a job coach to learn job duties, make adjustments, and create plans to overcome barriers in order to meet job requirements. SE is for people who need intensive job coaching not only when they just started a job, but possibly as long as they hold the position. SE often leads to “Long-Term Follow-Along” (LTFA) services, which provide ongoing follow-up to help ensure that you can keep your job.
- Long-Term Follow-Along (LTFA): LTFA is the longer period version of Supported Employment (SE). LTFA is designed to assist you with long-term job goals. Job coaches will periodically meet one-on-one with you and provide supports as needed so that you can keep your job.

Assistive Technology and Restorative Services:

- Assistive Technology (AT): AT is any item, piece of equipment or product that can help you live and work better and easier. You will be asked to take evaluations to find appropriate AT such as mobility devices, and computer related aids.
- Diagnostic Evaluations: Medical, psychiatric, psychological, neurological, or physical evaluations may be done to find barriers to employment. You may also be asked to take evaluations to assess your needs throughout the rehabilitation process and so that you can receive restorative and accommodation services.

- Emotional Restoration Services: Short-term individual, group, or other counseling is provided so that you can address mental health and emotional issues. The goal is to improve your work abilities to get and keep a job.
- Physical Restoration Services: Therapeutic services are provided to address physical, occupational, speech, or cognitive therapy needs. Physical restoration can include helping you obtain prosthetics or orthotics, such as artificial limbs, braces, special shoes, hearing aids, and eyeglasses.

Education and Training Opportunities:

- College Training: College Training helps you go to a post secondary program and get a degree. Funding may include tuition, fees, books, supplies, room and board, assistive technology, interpreting services or Communication Access Realtime Translation (CART) services for the deaf, and support services, depending on your needs and financial eligibility.
- Driver Training: Driver training lessons may be provided if you have to drive for work purposes.
- Skills Training: Skills training includes vocational school, technology training, trade school, certificate courses, and business school training.

CLIENT ASSISTANCE PROGRAM

Disability Rights New Jersey offers the Client Assistance Program (CAP). We provide assistance, counseling, advice, and legal representation, if you want services from DVRS or have disputes or disagreements about the scope, amount, and/or cost of services you are presently receiving.

Please feel free to contact the CAP unit at Disability Rights NJ or visit our website at: <https://disabilityrightsnj.org/how-we-help/areas-of-assistance/employment/>