

DVR (Division of Vocational Rehabilitation) & DDA (Developmental Disabilities Administration) Services Side by Side.

Why the Division of Vocational Rehabilitation (DVR)?

- ✚ DVR is the first line of funding for employment services.
- ✚ DVR has several services and supports available that are not available at DDA.
- ✚ DVR works with the same employment providers as DDA.

Employment Support Resources

One is great, both is better!!!

	DVR-Division of Vocational Rehabilitation	DDA-Developmental Disabilities Administration
Age Range	14 and older	21 and older
Length of Service	Time limited with an expected outcome	Long term as long as client remains eligible
Services Provided	Please refer to the corresponding definitions on the following pages for more detailed information on each service:	
	<ol style="list-style-type: none"> 1. Assessments 2. Benefits Planning 3. Independent Living 4. Information & Referrals 5. Interpreters 6. Job-related 7. Maintenance 8. Occupational licenses 9. Personal Assistance 10. Physical & Mental Restoration 11. Pre-Employment Transition 12. Rehabilitation Technology 13. Self-Employment 14. Nonpermanent Structural Modifications 15. Vocational Counseling/Guidance 16. Tools, Equipment, Initial Stocks & Supplies 17. Training 18. Transition 19. Translation 20. Transportation 21. Post-Employment 22. Other 	<ol style="list-style-type: none"> 1. Supported Employment 2. Individual Technical Assistance 3. Community Engagement 4. Community Inclusion 5. Occupational/Physical Therapy 6. Residential Habilitation 7. Risk Assessment 8. Specialized Habilitation 9. Speech/Hearing/Language 10. Staff & Family Consultation 11. Wellness Education

DIVISION OF VOCATIONAL REHABILITATION (DVR) DEFINITIONS

1. **Assessments:** A review of existing data and the provision of assessment activities, including a trial work experience, that are necessary to determine:
 - 1.1. Whether you are eligible for Division of Vocational Rehabilitation (DVR) services;
 - 1.2. Severity of disability and assignment of priority category in the event Division of Vocational Rehabilitation (DVR) must utilize an order of selection; and
 - 1.3. The employment outcome, including supported employment, your rehabilitation needs, and the VR services to be included in an individualized plan for employment.

2. **Benefits Planning:** Help to understand how earning income through employment will impact your Social Security disability insurance (SSDI), supplemental security income (SSI), or other government benefits. Benefits planning services also help you understand how to use work incentives or other benefit programs that may enable you to achieve an employment outcome.

3. **Independent Living:** Help to:
 - 3.1. Identify issues that present problems for you in achieving an employment outcome and services you need to address the issues;
 - 3.2. Help you manage the services you need to live independently, get information about benefits available to you, and about your rights and responsibilities;
 - 3.3. Help you set personal goals, make decisions about life issues and employment, and help your family with issues related to your disability and independence;
 - 3.4. Help you learn to manage areas such as budgeting, meal preparation and nutrition, shopping, hygiene, time management, recreation, community resources, and attendant management; and
 - 3.5. Find out about housing resources and make decisions about changing to a more independent living arrangement.

4. **Info and referrals:** Information and assistance to help you explore and gain access to employment services or benefits available to you from other programs, including other programs within the workforce development system.

5. **Interpreters:** Help to ensure you are able to communicate effectively while receiving services from Division of Vocational Rehabilitation (DVR) Interpreter services may include real-time captioning services, 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.

6. **Job-related:**
 - 6.1. Job search assistance activities support and assist you in searching for an appropriate job. Job search assistance may include help in resume preparation, identifying appropriate job opportunities, developing interview skills, and making contacts with companies on your behalf.
 - 6.2. Job placement assistance includes a Division of Vocational Rehabilitation (DVR) employee or contracted provider working directly with employers to identify and secure competitive integrated employment that is consistent with your unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice. You and your Division of Vocational Rehabilitation (DVR) counselor (as well as the provider, if appropriate) agree upon the job to be secured. Job placement is accomplished when you have officially completed your first day of work.

- 6.3. Customized employment services facilitate a placement in customized employment. These services are carried out through flexible strategies, which include job exploration by the individual and working with an employer to facilitate placement, including:
 - 6.3.1. Customizing a job description based on current employer needs or on previously unidentified and unmet employer needs;
 - 6.3.2. Developing a set of job duties, a work schedule and job arrangement, and specifics of supervision (including performance evaluation and review), and determining a job location;
 - 6.3.3. Using a professional representative chosen by you, or representing yourself if you choose, to work with an employer to facilitate placement; and
 - 6.3.4. Providing services and supports at the job location.
- 6.4. Job retention services are provided after your first day of work and while you remain employed. Job retention services may include any vocational rehabilitation service necessary to help you maintain employment.
7. **Maintenance:** Includes monetary support for expenses such as food, shelter, or clothing that exceed your usual living expenses and are necessary for you to participate in another VR service. The following are examples of maintenance services, but they may not apply to every situation or substitute for the professional judgment of an individual counselor:
 - 7.1. A uniform or other suitable clothing required to look for or get a job;
 - 7.2. Short-term lodging and meals required to participate in assessment or training services not within commuting distance of your home; and
 - 7.3. Initial one-time costs, such as security deposits or charges to begin utility services at a home in which you will live, when you relocate for a job.
8. **Occupational licenses:** Licenses, permits, or certificates showing that you meet certain standards, have accomplished certain achievements, or otherwise qualify to engage in a business, specific occupation or trade, or other work.
9. **Personal assistance:** Includes a range of services provided by at least one person to help you perform daily living activities on or off the job that you would perform without assistance if you did not have a disability. Examples include, but are not limited to:
 - 9.1. Reader services for individuals who cannot read print because of blindness or other disability. Reader services include both reading aloud and the transcription of printed information into Braille or sound recordings. Reader services are for people who are blind and individuals unable to read because of serious neurological disorders, specific learning disabilities, or other physical or mental impairments.
 - 9.2 Personal attendant services are personal services that an attendant performs for an individual with a disability, including, but not limited to, bathing, feeding, dressing, and providing mobility and transportation.
10. **Physical and mental restoration:** Physical and mental restoration services are used to diagnose and treat physical and mental impairments when you need those services to prepare for, secure, maintain, advance in, or regain employment.

Physical and mental restoration services include:

 - 10.1 Corrective surgery or therapy if your disabling condition is stable or slowly progressive and the service is expected to substantially modify, correct, or improve a physical or mental impairment that is a substantial impediment to employment for you within a reasonable period of time;

- 10.1.1 Diagnosis and treatment of mental or emotional disorders by qualified personnel who meet state licensing requirements;
- 10.1.2 Dental treatment;
- 10.1.3 Nursing services;
- 10.1.4 Necessary hospitalization (in-patient or outpatient) in connection with surgery or treatment and clinic services;
- 10.1.5 Prescription drugs and supplies;
- 10.1.6 Prosthetic and orthotic devices;
- 10.1.7 Eyeglasses and visual services, including visual training and the examination and services necessary for the prescription and provision of eyeglasses, contact lenses, microscopic lenses, telescopic lenses, and other special visual aids prescribed by personnel who meet state licensing requirements;
- 10.1.8 Podiatry;
- 10.1.9 Physical therapy;
- 10.1.10 Occupational therapy;
- 10.1.11 Speech or hearing therapy;
- 10.1.12 Mental health services;
- 10.1.13 Treatment of acute or chronic medical conditions and emergencies that result from providing physical and mental restoration services or are related to the condition being treated;
- 10.1.14 Special services for the treatment of end-stage renal disease; and
- 10.1.15 Other medical or medically related rehabilitation services.

11. Pre-employment transition: Activities that offer an early start at career exploration. Are provided to you while you are in school and eligible for an individualized educational program (IEP) or otherwise are regarded as an individual with a disability under section 504 of the Rehabilitation Act of 1973, as amended. Are coordinated between schools and Division of Vocational Rehabilitation (DVR) to help you prepare for and go to work in the community.

11.1. Pre-employment transition services include:

- 11.1.1. Job exploration counseling;
- 11.1.2. Work-based learning experiences provided in an integrated setting and paid at a competitive rate to the maximum extent possible;
- 11.1.3. Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs at institutions of higher education;
- 11.1.4. Workplace readiness training to develop social skills and independent living; and
- 11.1.5. Instruction in self-advocacy that may include peer mentoring.

12. Rehabilitation technology: The use of technologies, engineering methods, or sciences to design, develop, test, evaluate, apply, and distribute technology to address those areas in which you experience functional loss, such as mobility, communication, hearing, vision, and cognition.

Rehabilitation technology includes:

12.1 Assistive technology devices, equipment, or products used to increase, maintain, or improve the functional capabilities of an individual with a disability including, but not limited to:

- 12.1.1 Telecommunications devices;
- 12.1.2 Sensory aids and devices, including hearing aids, telephone amplifiers and other hearing devices, captioned videos, taped text, Brailled and large print materials, electronic formats, graphics, simple language materials, and other special visual aids;
- 12.1.3 Vehicle modifications; and
- 12.1.4 Computer and computer-related hardware and software that is provided to address a disability-related limitation.

12.2 Services that assist you in the selection, acquisition, or use of an assistive technology device, including services to:

12.2.1 Evaluate your needs in performing activities in your daily environment;

12.2.2 Select, design, fit, customize, adapt, apply, maintain, repair, or replace an assistive technology device, including written policies, plans, guarantees, or warranties (initial or extended);

12.2.3 Coordinate and use other therapies or services with assistive technology devices, such as education and rehabilitation plans and programs; and

12.2.4 Train or give technical assistance to professionals, employers, family members, or others who provide services to you, hire you, or are involved in your major life activities.

12.3 Services that apply engineering sciences to design, develop, adapt, test, evaluate, apply, and distribute technological solutions to problems you face in functional areas, such as mobility, communications, hearing, vision, and cognition, and in activities associated with employment, independent living, training, and integration into the community.

13. Self-employment: Includes consultation, technical assistance, and start-up costs to help you establish a small business to become self-employed.

14. Nonpermanent structural modifications: Modifications that make physical changes to the place where you live or your worksite that are necessary to achieve an employment outcome.

15. Vocational counseling/guidance: Intensive counseling and guidance provided by a Division of Vocational Rehabilitation (DVR) counselor throughout the rehabilitation process to help you address medical, family, or social issues and exercise informed choice, including vocational counseling and other counseling and guidance that addresses a wider range of concerns than an employment-focused counseling and guidance relationship.

16. Tools, equipment, initial stocks and supplies: Tools and equipment are materials and hardware you require to carry out the duties of your job. Initial stocks and supplies are specific to self-employment and include the goods for inventory required for you to start your small business.

17. Training: Help to gain knowledge, skills, and abilities needed to achieve an employment outcome.

17.1. On-the-job training is training an employer provides to you once you are placed in a job to help you learn the skills you need. With on-the-job training, you are hired by an employer and Division of Vocational Rehabilitation (DVR) pays the employer a training fee to cover the extra costs associated with training you.

17.2. Postsecondary training means full-time or part-time academic training above the high school level leading to a degree, academic certificate, or other recognized educational credential. Postsecondary training is provided by a college or university, community college, junior college, or technical college.

17.3. Occupational or vocational training is specific job skill training that does not lead to an academic degree, but is provided by a community college or business, vocational, technical, or trade school to prepare for work in a specific occupation.

17.4. Basic education or literacy training is training that addresses basic academic skills, such as reading, that are necessary to participate in further training on your IPE or work in competitive integrated employment.

17.5. Apprenticeship training is a work-based employment and training program registered with the Washington state department of labor and industries that provides:

- 17.6. A combination of hands-on, on-the-job work experience in a skilled occupation with related classroom instruction;
 - 17.6.1. Structured mentoring;
 - 17.6.2. Wage increases as an apprentice's skills increase; and
 - 17.6.3. An industry recognized certificate of completion at the end of the program.
18. Job readiness training is training that prepares you for work, including but not limited to training that addresses:
 - 18.1. Appropriate clothes and grooming for the job;
 - 18.2. Getting to work on time;
 - 18.3. Workplace behavior; and
 - 18.4. How to increase productivity.
19. Disability-related skills training includes but is not limited to training that addresses:
 - 19.1. Orientation and mobility;
 - 19.2. The use of low vision aids;
 - 19.3. Braille;
 - 19.4. Speech reading;
 - 19.5. Sign language; and
 - 19.6. Cognitive training/retraining.
20. Other miscellaneous training services that are not identified in another section, such as high school completion and tutoring.
21. **Transition:** A coordinated set of activities for a student or youth with a disability that:
 - 21.1. Promote movement from school to post-school activities, including postsecondary education, vocational training, competitive integrated employment (including supported employment), continuing and adult education, adult services, independent living, or community participation;
 - 21.2. Address your individual needs, taking into account preferences and interests;
 - 21.3. Include instruction, community experiences, the development of employment and other post-school adult living objectives, and, if appropriate, functional vocational evaluation and acquisition of daily living skills; and
 - 21.4. Promote or facilitate the achievement of the employment outcome identified in your individualized plan for employment.
22. **Translation:** Oral and written translation into your primary language to access Division of Vocational Rehabilitation (DVR) services and communicate with Division of Vocational Rehabilitation (DVR) staff.
23. **Transportation:** Travel and related expenses necessary for you to participate in VR services, such as a bus pass, fuel for a vehicle, services to facilitate your driving, the purchase or repair of a vehicle, or moving expenses.
24. **Post-employment:** One or more vocational rehabilitation services provided if:
 - 24.1. You achieved employment;
 - 24.2. Your rehabilitation needs are limited in scope and duration; and
 - 24.3. You need post-employment services to maintain, advance in, or regain employment that is consistent with your unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.
25. **Other:** Services not identified above when the service is needed for you to achieve an employment outcome and the service is both legal and necessary to address a barrier to employment.

Developmental Disabilities Administration (DDA) Definitions:

1. **Supported employment:** Individualized intensive ongoing support and assistance to gain integrated, competitive employment, maintain employment, or both. These services are tailored to your individual needs, interests, abilities, and promote your career development. Services are provided in individual or group settings.
 - 1.1. Individual supported employment services include activities needed to sustain Washington state's minimum wage pay or higher. These services are conducted in integrated business environments and include the following:
 - 1.1.1. Intake: An initial meeting to gather and share basic information and a general overview of employment supports, resources in the community, and the type of available supports that the individual may receive;
 - 1.1.2. Discovery: A person-centered approach to learn the individual's likes and dislikes, job preferences, and employment goals and skills;
 - 1.1.3. Job preparation: Includes activities of work readiness resume development, work experience, volunteer support transportation training;
 - 1.1.4. Marketing: A method to identify and negotiate jobs, build relationships with employers, and customize employment development;
 - 1.1.5. Job coaching: The supports needed to keep the job; and
 - 1.1.6. Job retention: The supports needed to keep the job, maintain a relationship with employer, identify opportunities, and negotiate a raise in pay, promotion, or increased benefits.
 - 1.2. Group supported employment services are a step on your pathway toward gainful employment in an integrated setting and include:
 - 1.2.1. Supports and paid training in an integrated business setting;
 - 1.2.2. Supervision by a qualified employment provider during working hours;
 - 1.2.3. Groupings of no more than eight workers with disabilities; and
 - 1.2.4. Individualized supports to obtain gainful employment.
2. **Individual Technical Assistance:** Services that provide short-term, professional expertise to identify and address barriers to employment services or community inclusion; and are available in addition to supports received through supported employment services and community inclusion for an individual who has not yet achieved his or her goal.
3. **Community Engagement:** Assistance to connect a participant to activities, resources, events, and services in the community that the participant is interested in exploring. It is intended to assist the participant with fully accessing their community and reducing isolation.
4. **Community Inclusion:** Individualized services that promote skill development, independent living, and community integration for individuals learning how to actively and independently engage in their community; and provides opportunities for individuals to develop relationships and increase independence. Services are provided in typical, integrated community settings.
5. **Occupational/Physical Therapy:** Occupational therapy is a service to improve, maintain, or maximize the waiver participant's abilities for independent functioning and health maintenance. Physical therapy is the evaluation and treatment of functional limitations in movement to facilitate self-care and reintegration into the home, community, or work.

- 6. Residential Rehabilitation:** Assistance with personal care and supervision and to learn, improve or retain social and adaptive skills necessary for living in the community. Includes instruction and support addressing any of the following outcomes:
 - 6.1. Health and safety;
 - 6.2. Personal power and choice;
 - 6.3. Competence and self-reliance;
 - 6.4. Positive recognition by self and others;
 - 6.5. Positive relationships; and
 - 6.6. Integration into the physical and social life of the community.
- 7. Risk Assessment:** A professional evaluation that:
 - 7.1. Assesses a person's needs and the person's level of risk of sexual predatory behavior or aggression;
 - 7.2. Determines the need for psychological, medical, or therapeutic services; and
 - 7.3. Provides treatment recommendations to mitigate any assessed risk.
- 8. Specialized Habilitation:** Community-based and individualized support with the intent of reaching an identified habilitative goal in the person-centered service plan and promotes inclusion in the community. Service must assist a client to learn or maintain skills in categories of:
 - 8.1. Self-empowerment;
 - 8.2. Safety awareness and self-advocacy;
 - 8.3. Interpersonal effectiveness and effective social communication;
 - 8.4. Coping strategies for everyday life changes; and
 - 8.5. Managing daily tasks and acquiring adaptive skills.
- 9. Speech, hearing, language:** Services provided to a person with speech, hearing, and language disorders by or under the supervision of a speech pathologist or audiologist.
- 10. Staff and family consultation:** Assistance, not covered by the Medicaid state plan, to families or direct service providers to help them meet the individualized and specific needs of a participant as outlined in the participant's person-centered service plan and necessary to improve the participant's independence and inclusion in their community. Consultation and guidance to a staff member or family member about any of the following:
 - 10.1. Health and medication monitoring to track and report to healthcare provider;
 - 10.2. Positioning and transfer;
 - 10.3. Basic and advanced instructional techniques;
 - 10.4. Consultation with potential referral resources;
 - 10.5. Augmentative communication systems;
 - 10.6. Diet and nutritional guidance;
 - 10.7. Disability information and education;
 - 10.8. Strategies for effectively and therapeutically interacting with the participant;
 - 10.9. Environmental consultation;
 - 10.10. Assistive technology safety;
 - 10.11. Parenting skills.
- 11. Wellness education:** Monthly individualized printed educational materials designed to assist you in managing health related issues and achieving wellness goals identified in your person-centered service plan that address your health and safety issues.