



Vocational Rehabilitation and Employment Program

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Veterans Benefits Administration



Vocational Rehabilitation & Employment

The purpose of this program is to provide for all services and assistance necessary to enable veterans with service-connected disabilities to achieve maximum independence in daily living, and to the maximum extent feasible, to become employable and to obtain and maintain suitable employment.



Suitable Employment

- Consistent with veteran's interests, aptitudes and abilities
- Does not aggravate veteran's disability
- Stable and continuing
- Requires reasonably developed job skills



Eligibility

Service Members:

- Within 6 months of separation from active duty
- Memorandum rating of 20%

Veterans:

- Can not have a dishonorable discharge
- VA service-connected disability (SCD) rating of 10%



Entitlement to Services

- 20% SCD Rating AND Employment Handicap or 10% SCD Rating AND *Serious* Employment Handicap
- Vocational rehabilitation is required to overcome an Employment Handicap
- Reasonable expectation that VR services will result in rehabilitation



VR&E Programs

Five Tracks To Employment:

- Reemployment
- Rapid Access to Employment
- Employment Through Long Term Services
- Independent Living Services
- Self-Employment



Reemployment

Targeted at individuals separating from active duty, National Guard, or Reserves with a desire to return to their previous employers.



Reemployment

Services may include, but not limited to:

- Job Accommodations
- Job Modifications
- Work Adjustment Assistance
- Consultation with Employer (USERRA)



Rapid Access to Employment

Targeted at individuals seeking employment soon after separation or who already have necessary skills to be competitive in the job market.



Rapid Access To Employment

Services may include, but not limited to:

- Resume/Interviewing Skills
- Job Search Assistance
- Interviewing Skills
- Job Accommodations
- Refresher Courses/Licensure/Certification
- Post Employment Follow-up



Self-Employment

Targeted at individuals with limited access to traditional employment, need flexible work schedules, or a more accommodating work environment due to their disabilities and life circumstances.



Self-Employment

Services may include, but are not limited to:

- Analysis of Viability of Business Concept
- Development of a Business Plan
- Training in Small Business Operations
- Marketing and Financial Assistance
- Guidance on Obtaining Resources



Employment Through Long Term Services

Targeted at individuals needing specialized training and/or education to obtain and maintain suitable employment.



Employment Through Long Term Services

Services may include, but not limited to:

- On-the-Job Training (OJT)
- Apprenticeships
- Internships and Job Shadowing
- Higher Education Sufficient to Obtain Suitable Entry-Level Employment
- Tuition, Books, Fees, Tutoring, Subsistence Allowance



Independent Living

Targeted at individuals not able to work right now and need rehabilitation services to live more independently.



Independent Living

Services may include, but not limited to:

- Comprehensive In-Home Assessment
- Assistive Technology
- Independent Living Skills Training
- Connection to Community-Based Support Services
- Case Management Services



How to Apply for VR&E

- Submit VA Form 28-1900, Application for Vocational Rehabilitation Benefits
- If the service member or veteran does not have a disability rating: Submit VA Form 28-0588, along with service or other medical records, and request for Memorandum Rating



FY 06 Chapter 31 Hires

Overview of Recent Chapter 31 Hires for FY 06

<u>Employer Market</u>	<u>Average Monthly Salary</u>	<u># of Veterans</u>
Faith-Based & Community(FBCI)	\$2580.00	591
Federal Government	\$3419.00	989
Self-Employed Veterans	\$2044.00	119
Private Sector	\$2960.00	4,866
State & Local Government	\$2740.00	1,562
Union	\$3660.00	10
Department of Veterans Affairs	\$2940.00	410



FY 06 Chapter 31 Hires

Example of Federal Government Hires

➤ DOD	619
➤ VA	410
➤ Homeland Security	38



Outreach Efforts

- Coming Home to Work Initiative (CHTW)
- Disabled Transition Assistance Program (DTAP)
- VetSuccess.gov
- Faith Based and Community Initiatives



Special Employer Incentive (SEI)

- Pays employer for additional expenses incurred in providing direct employment or training for VR&E participants through an on the job training program.
- Requires minimal paperwork
- Employee is trained by the employer's standard
- Average six month for the completion of SEI



Non-Paid Work Experience (NPWE)

Benefit to Agency:

- High quality worker at no expense
- No "red tape" to hire or fire - no promise of employment upon completion of experience
- Minimal paperwork
- Flexible - does not have to be full-time
- Placement can be at any local, state or federal government facility
- Can utilize special hiring authorities (if desired) to hire trained veteran



NPWE

Benefit to Veteran:

- Supplements other training or experience
- Provides hands-on work experience (not necessarily in veteran's chosen career field)
- Provides current work experience
- Builds confidence
- Provides subsistence allowance
- Provides exposure to government employment opportunities



NPWE

Limitations on NPWE:

- Veteran can not be placed in a position involving religious or political activities
- Placement of a veteran can not result in the displacement of currently employed workers



Paid and Non-Paid On The Job Training (OJT)

- Formal on the job training for specific position with an employer
- Veteran must pursue at a full-time rate
- Results in full-time employment with the employer, upon successful completion



Paid and Non-Paid On The Job Training (OJT)

Overview of OJT:

- Training plan
- Wage schedule (incremental wage increase as skills are mastered)
- Employer provides monthly reviews of the veteran's progress



Benefits to Employers

- The VA VR&E program works directly with service-connected disabled veterans to train them for a variety of jobs at no cost to employer
- VA VR&E has access to a pool of talented individuals seeking employment (6,000 job-ready veterans)
- VA VR&E can provide highly qualified candidates to your place of employment



Benefits to Employers

- VA VR&E has over 75 Employment Coordinators placed in Regional Offices across the nation to work with employers
- Contact your local VA VR&E Employment Coordinator to explore recruiting veterans for employment positions within your agency



Questions?

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