



The Indiana Family and Social Services Administration

Crafting Job/Task-Specific Impediment Statements

September 2016





The Indiana Family and Social Services Administration

Eligibility





Eligibility Determination

- 4 Criteria for VRS eligibility, as laid out in the Rehab Act:
 - 1) The individual has a mental or physical impairment
 - 2) The individual's impairment(s) results in a substantial impediment to employment
 - 3) The individual requires VR services to secure, retain, or regain employment
 - 4) The individual is able to benefit from VRS in terms of an employment outcome
- We presume that the applicant will benefit from VR services, unless there is clear and convincing evidence the applicant cannot benefit in terms of an employment outcome due to severity of the disability
- If individual is receiving SSDI and/or SSI based on their own disability, documentation of the receipt of benefits is sufficient evidence to establish the first 3 eligibility criteria. SSDI/SSI recipients are presumed eligible if they are able to benefit from services (4th criteria)



Eligibility

- Once a determination has been made regarding whether or not the consumer is eligible for Vocational Rehabilitation, the Counselor will enter all required information into the eligibility screens in IRIS and will generate one of the following:
 - Certification of Eligibility
 - Certification of Ineligibility



Eligibility

Eligibility-Impediment/Required Services Tab

Status: 02 Severity: UNSET

File View Forms Tools Reports Lookup Window Help

New Open List Documents Status Case Notes Approvals Print Q Scan Q Web Sites E-Mail Services Exit

You have no new alerts. (Last Refreshed: 08/09/2016 10:58 AM)

Eligibility Determination for: [Customer ID] Program: VR Case Number: 1

Eligibility - SSA/Impairment | **Eligibility - Impediment/Require Services** | Eligibility/Ineligibility Comments

Status : DRAFT

Substantial Impediment to Employment
Does customer's impairment constitute or result in a substantial impediment to employment*? [Dropdown]

Impediment to Employment*:
[Text Area]

Requires VR Services
Does customer require VR services to prepare for, secure or reenter, and maintain employment in an integrated setting*?
[Dropdown]

Primary Service: [Dropdown]

Presumption of Ability to Benefit
Is it presumed that customer can benefit in terms of an employment outcome from the provision of VR services.*? [Dropdown]

Exit Save Draft Save Complete Generate Cert of Eligibility Generate Cert of Ineligibility Quick View

supervision . This will include accommodations at Purdue where he will be studying to become a pilot.

UID: A05TMSUP Sec Type: 3 Server: IDTCTXP32VW v8.6r1468 - IRIS Case Management [Database: Production Debug status: NORMAL OOS: ON OnBase: Prod (IRIS) eDocs Enabled



Functional Limitations

- Functional limitations are the physical or mental functions impaired by the illness/injury/condition
- Functional limitations may be seen as the functions the individual cannot perform, or as work/activity restrictions
- Examples of Functional Limitations:
 - Poor Speech
 - Cannot lift over 10 lbs.
 - Cannot comprehend written or spoken instructions
 - Limited concentration
 - Extreme lack of energy
 - Cannot control temper



Impediment to Employment

- The impediment is the substantial barrier to preparing for, entering or reentering, performing and/or maintaining appropriate employment
- The impairment must be the cause of the impediment
- The impediment is the impact of the individual's functional limitations on essential specific work tasks/work-related tasks



Functional limitations/Impediment Examples

Severity Level	Functional Limitation(s)	Multiple Services*	Extended Period of Time**
Most Significant Disability (MSD)	3 or more	Yes	Yes
Significant Disability (SD)	1 or more	Yes	Yes
Non-Significant Disability (NSD)	Any Number or None	No	No

* 2 or more services (i.e., vocational counseling and guidance, physical & mental restoration, rehabilitation technology, training, job-related services, supported employment or consultation and technical assistance)

** Extended period of time; will achievement of outcome take more time than what may be typical due to severity of disability?

Functional limitations/Impediment Examples

Functional Limitation	Impediment
Poor Speech Discrimination	Unable to accurately fill customer orders as an on-line customer service agent
Cannot lift over 10lbs.	Unable to load and unload trucks as a grocer utility worker/stocker
Cannot comprehend written or spoken instructions	Unable to learn most jobs tasks without repeated demonstration by a job coach
Limited concentration	Unable to accurately perform large volumes of data entry as required by a data entry clerk
Extreme lack of energy	Unable to reliably report to work on time for any kind of employment
Cannot control temper	Unable to consistently accept constructive criticism from supervisors and/or co-workers
Poor mathematical skills	Unable to accurately calculate change as required by cashiering positions
Poor Verbal/Written Comprehension skills	Unable to understand lectures and classroom assignments to successfully achieve post secondary credentials necessary for employment commensurate with ability



Example 1 - Misty

Due to Carpal Tunnel and Severe Arthritis, Misty can no longer squeeze the decorator tubes to decorate cakes (and other baked goods) or hold the mixer in order to work as a cake decorator.



Example 2 - Timothy

Due to Major Depressive Disorder, Timothy is unable to communicate with co-workers appropriately when he needs to receive and transfer information from the assembling line in order to maintain a position as a production worker.



Example 3 - Martin

Due to his borderline intellectual functioning, Martin cannot read orders and follow directions when gathering new parts in order to work on an assembly line as required in the position of a production worker.



Example 4 - Madison

Due to her Learning Disability, Madison is unable to accurately understand material presented in lectures and is also unable to effectively compose reports, research papers, and essays without accommodations. These problems will be a substantial barrier to completing the educational credentials she will require in order to obtain employment commensurate with her abilities and interests in the nursing field.



Example 5 – Consumers with SSA Benefits

Impediment to employment is presumed based on SSI (or SSDI) eligibility status.



VR Eligibility for SSI/SSDI Recipients

Handout



The Indiana Family and Social Services Administration

Severity





Severity Determination

After a VRS applicant has been determined by a VR Counselor to be eligible for VRS, the Counselor makes a determination regarding the severity of the eligible individual's disability based on a thorough review of medical/psychological documentation to determine the level of severity.

Level of severity is evaluated based on 3 factors:

1. Number of functional capacities seriously limited (out of 7)
2. Number of VR services expected to be required
3. Anticipated duration of the required services

There are 3 Levels of severity:

1. Individual with a Most Significant Disability (MSD)
2. Individual with a Significant Disability (SD)
3. Individual with a Non-Significant Disability (NSD)



Severity Determination – 7 Functional Capacity areas

There are 7 functional capacity areas:

- Communication
- Interpersonal
- Mobility
- Self-Care
- Self-Direction
- Work Skills
- Work Tolerance



Severity Determination

- Individuals receiving SSI/SSDI for their own disability are considered SD or MSD
- The Severity Determination can be amended at a later time if appropriate
 - Example: VR Counselor changes severity from SD to MSD after gaining additional information about the individuals impairments and service needs, and identifying that the individual requires supported employment services to achieve the employment goal



Example 1 - Kevin

As documented in the psychological assessment completed by Dr. Smith, on September 18, 2014, Kevin is diagnosed with Generalized Anxiety Disorder, PTSD, ADHD, and Grand Mal Seizure Disorder (recently controlled with medication). He has a full-scale IQ of 90, but it is believed that this was affected negatively by his high level of Anxiety during the testing. Kevin has a serious limitation of interpersonal skills due to his mental impairment and he is currently unable to form and maintain positive relationships as necessary to maintain employment in an integrated setting.



Example 2 – Thomas

As documented in the medical records obtained from ABC Family Medicine, Thomas suffered a stroke on February 11, 2015. This has affected his ability to multi-task, write with his right hand and speak clearly. His cognitive abilities have also been limited as a result of the stroke. Thomas has a serious limitation of work tolerance due to his physical and mental impairment causing a limitation in his ability to perform job duties and to sustain work without long term accommodations not typically made for others to maintain integrated employment.



Example 3 - Sarah

As documented in the Initial Case Analysis submitted by BDDS, Sarah is diagnosed with ADHD, Bipolar, Pervasive Developmental Disorder and MMR. She will require on-going training in the areas of personal care, home maintenance, meal planning, money management, community awareness, and personal/home/community safety. She will need on-going job coaching to maintain community employment. Sarah has a serious limitation of self-direction skills due to her mental impairment and her inability to manage her own affairs.



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TWE – Trial Work Experience





Trial Work Experiences – PPM 421.17

- Prior to making any determination that an applicant who is an individual with a most significant disability is incapable of benefiting in terms of an employment outcome from the provision of vocational rehabilitation services due to the significance of the individual's disability as described in section 421.07(2) or 421.08(3) of this chapter, the Vocational Rehabilitation Counselor must provide trial work experiences to explore the individual's abilities, capabilities, and capacity to perform work in realistic work situations in order to determine whether or not there is clear and convincing evidence to support such a determination, unless the applicant is unable to take advantage of trial work experiences or has exhausted his or her trial work experiences opportunities.



TWE

- If a TWE is necessary, it occurs prior to a determination of VR eligibility, and therefore prior to discovery and employment services. The Rehabilitation Act requires that prior to any determination that an individual with a disability is incapable of benefiting from vocational rehabilitation services in terms of an employment outcome because of the severity of that individual's disability, VR must conduct an exploration of the individual's abilities, capabilities, and capacity to perform in realistic work situations to determine whether or not there is clear and convincing evidence to support such a determination.
- While a Community Rehabilitation Provider (CRP) may be asked to conduct a TWE, a TWE is NOT an employment service under Discovery.

VOCATIONAL REHABILITATION SERVICES
Trial Work Experience Referral form

This diagnostic referral is being made to determine if the consumer can achieve and maintain gainful employment.

Trial Work Experiences are placements within a real work setting allowing for exploration and assessment of the consumer's ability to perform in work situations.

TWE Provider: _____

Referral Date: _____

Counselor: _____

Consumer Name: _____ Consumer VR ID: _____

Consumer Address: _____

Consumer Cell Phone: _____ Home Phone: _____

Consumer Email: _____ @ _____

Consumer Diagnosis: _____

Parameters of Trial Work Experience Service

Issues/Concerns that VR Counselor has identified that call into question the consumer's ability to achieve an employment outcome:

Question(s) that need to be addressed/answered as a result of the TWE service:

Optimal environment in which the TWE should take place:

***Provider will report results of the Trial Work Experience using a provider generated report that clearly and thoroughly address all questions and concerns as outlined above by the VR Counselor; including recommendation of consumer's readiness for integrated competitive community employment.*



TWE Referral

Handouts



Questions?

