COMMUNICATION

Definition:
The physical, cognitive, sensory and psychological ability to use, give and/or receive information.

Rationale:
A consumer has a serious limitation of communication if (due to a physical or mental impairment) his or her expressive or receptive communication is currently limited to the extent that the consumer consistently requires the assistance of one or more individuals, or assistive technology devices or services, to exchange information in situations necessary to prepare for, enter or reenter, or maintain employment in an integrated setting.

Examples:
- The assistance of one or more other individuals
- Utilize assistive technology devices or services to exchange information
  
  Examples: augmentative speech device, screen reading software, hearing aid, TTY or assistive technology device to use/give and or receive verbal/auditory information, utilize an interpreter, use low vision aids, Braille/tactile labels or brailer, or other visual rehabilitation technology.
- Severely impaired expressive or receptive communication, either oral or written, due to a disability; example needs additional time or other accommodations to organize thoughts or communicate effectively
- Serious difficulty conversing without speech-reading, sign language, or other visual cues
- Difficulty engaging in telephone conversations even with amplification
- Not readily understood by others on first contact
- Or displays other communication deficits
INTERPERSONAL SKILLS

Definition:
The physical, cognitive, sensory and psychological ability to appropriately engage others in social situations and in relationships.

Rationale:
A consumer has a serious limitation of interpersonal skills if (due to a physical or mental impairment) he or she is currently unable to form and maintain positive and productive relationships (including relationships with family members, care givers and other service providers, supervisors and managers, peers including coworkers, and the community) in a manner appropriate to age, setting, and circumstances, as necessary to prepare for, enter or reenter, or maintain employment in an integrated setting.

Examples:
- Significant social withdrawal, due to a disability, has resulted in inability to prepare for or succeed in work
- Significantly poor relationships, inappropriate behaviors, or frequent conflicts with peers, coworkers, supervisors, and others leading to inability to prepare for or succeed in work
- Serious problems interpreting and responding appropriately to behavior/communication of others or fails to understand obvious social cues
- Does not understand acceptable levels and types of interaction appropriate to work site
- Requires frequent intervention from a teacher or supervisor in order to manage behavior
- Disability related personal behaviors have led to frequent legal problems
- Deformity, disfigurement, or disability related behavior causes others to avoid relationships or interactions
- Or displays other interpersonal deficits
**MOBILITY**

**Definition:**
The physical, cognitive, sensory and psychological ability to move from place to place both inside and outside the home.

**Rationale:**
A consumer has a serious limitation of mobility if (due to a physical or mental impairment) his or her mobility is currently limited to the extent that he or she consistently requires the assistance of one or more individuals, or assistive technology devices or services, to meet transfer, safety supervision, or other mobility needs in situations necessary to prepare for, enter or reenter, or maintain employment in an integrated setting.

**Examples:**
- The assistance of one or more other individuals
- Utilizes assistive technology devices or services
- Displays the need for assistance to transfer or requires safety supervision
- Or other mobility needs
SELF CARE

Definition:
The physical, cognitive, sensory and psychological ability to plan and or perform daily living activities.

Rationale:
A consumer has a serious limitation of self-care skills if (due to a physical or mental impairment) his or her daily living capacities are currently limited to the extent that he or she consistently requires the assistance of one or more individuals, or assistive technology devices or services, to eat, and/or meet toilet needs, and/or meet bathing, grooming and hygiene, and dressing/undressing needs, as necessary to prepare for, enter or reenter, or maintain employment in an integrated setting.

Examples:
- The assistance of one or more other individuals and/or utilize assistive technology devices or services to:
  A. perform personal hygiene functions and/or needs reinforcement or reminders to maintain appropriate personal hygiene
  B. Dress without assistance, feed self without assistance
  C. Comply with meds/treatment without assistance or prompting
  D. Handle money or budgeting without assistance
  E. Live independently without supports
SELF DIRECTION

Definition:
The physical, cognitive, sensory and psychological ability to manage their own affairs.

Rationale:
A consumer has a serious limitation of self-direction skills if (due to a physical or mental impairment) the consumer’s ability to manage his or her own affairs is currently limited to the extent that he or she consistently requires the assistance of one or more individuals, or assistive technology devices or services, to plan, initiate, complete, evaluate, or (as may be appropriate) modify his or her own decisions, behaviors, and actions in situations necessary to prepare for, enter or reenter, or maintain employment in an integrated setting.

Examples:
- Requires the assistance of one or more other individuals to provide supervision on a constant basis, to begin and finish tasks, monitor own behavior, or make decisions
- Serious difficulty working independently resulting in job loss due to a disability
- Serious difficulty shifting focus from one activity or task to the next without prompting, due to a disability
- Serious difficulty adjusting to new situations or changes to the daily routine due to a disability
- Easily distracted/short attention span leading to repeatedly poor task completion
- Impatient/impulsive behaviors leading to repeatedly poor task completion
- Unaware of negative consequences of decisions resulting in repeated poor task completion or job loss
- Utilize assistive technology devices or services, to
  A. Plan, initiate, complete, evaluate, or (as may be appropriate) modify his or her own decisions, behaviors, and actions
  B. Need specialized training to independently plan / perform activities of daily living
**Functional Limitation**

**WORK SKILLS**

**Definition:**
The physical, cognitive, sensory and psychological ability to work at his or her own full capacity.

**Rationale:**
A consumer has a serious limitation of work skills if the consumer’s work history reveals chronic unemployment or underemployment and (due to a physical or mental impairment) the consumer meets all of the following requirements:

- He or she currently lacks the training, knowledge, experience, skills, or other job qualifications necessary to obtain and retain an employment outcome of his or her informed choice in an integrated setting, consistent with his or her vocational strengths, resources, priorities, concerns, abilities, capabilities, and interests.

- He or she currently has significantly limited capacity to acquire the necessary training, knowledge, experience, skills, or other job qualifications.

- He or she will require multiple vocational rehabilitation services of a substantial nature to prepare for, enter or reenter, or maintain employment in an integrated setting.

**Examples:**
- Currently lacks the training, knowledge, experience, skills, or other job qualifications necessary to obtain and retain an employment outcome of his or her informed choice in an integrated setting that is consistent with his or her vocational strengths, resources, priorities, concerns, abilities, capabilities, and career interests
- Currently has significantly limited capacity to acquire the necessary training, knowledge, experience, skills, or other job qualifications
- Consistently requires specialized learning methods, repetition, reinforcements, prompts to acquire, process, comprehend, retain, recall, and apply learned information and skills
- Needs significantly more support or supervision to learn and perform a job than normally required of persons of equivalent age, education, training, or experience
- Exhibits poor work habits resulting in a history of job loss (problems with attendance, timeliness, following instructions, etc.) due to a disability
- Cannot learn work skills without rehabilitation technology, accommodations or modifications
FUNCTIONAL LIMITATION

WORK TOLERANCE

Definition:
The physical, cognitive, sensory and psychological ability to display concentration, strength and stamina to work a full-work day or full work week.

Rationale:
A consumer has a serious limitation of work tolerance if (due to a physical or mental impairment causing a limitation of concentration, strength, or stamina) his or her ability to sustain work over the course of a full work day or a full work week is currently limited to the extent that the consumer consistently requires long-term accommodations of job duties, work schedules, break schedules, work environment, job supervision, peer supports, or job performance and retention expectations to prepare for, enter or reenter, or maintain employment in an integrated setting.

Examples:
- Displays a limitation of concentration, strength, or stamina in his or her ability to sustain work without modifications, adaptive technology and/or accommodations not typically made for others
- Cannot perform at a consistent pace as required to meet production/quality standards
- Due to a disability, cannot tolerate sitting/standing/bending/reaching to do a job which others without a disability could tolerate

Displays a limitation in the performance of gross or fine motor tasks to utilize objects in his or her environment as needed in work place, as evidenced by long-term accommodations of job duties, work schedules, break schedules, work environment, job supervision, peer supports, or job performance and retention expectations
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.
## Functional limitations/Impediment Examples

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