

My Gateway to Benefit Information


Vocational Rehabilitation & Employment

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Employment Coordinator

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North Dakota Structure



Bismarck Office

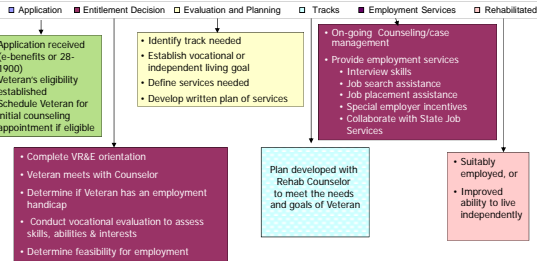
- Two Rehabilitation Counselors

Fargo Regional Office

- Three Rehabilitation Counselors
- Employment Coordinator

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Vocational Rehabilitation & Employment "Tracks"




Legend: Application (green), Entitlement Decision (purple), Evaluation and Planning (yellow), Tracks (cyan), Employment Services (dark purple), Rehabilitated (pink)

- Application:**
 - Application received (e-benefits or 28-1900)
 - Veteran's eligibility established
 - Schedule Veteran for initial counseling appointment if eligible
- Entitlement Decision:**
 - Complete VR&E orientation
 - Veteran meets with Counselor
 - Determine if Veteran has an employment handicap
 - Conduct vocational evaluation to assess skills, abilities & interests
 - Determine feasibility for employment
- Evaluation and Planning:**
 - Identify track needed
 - Establish vocational or independent living goal
 - Define services needed
 - Develop written plan of services
- Tracks:**
 - Plan developed with Rehab Counselor to meet the needs and goals of Veteran
- Employment Services:**
 - On-going Counseling/case management
 - Provide employment services
 - Interview skills
 - Job search assistance
 - Job placement assistance
 - Special employer incentives
 - Collaborate with State Job Services
- Rehabilitated:**
 - Suitably employed, or
 - Improved ability to live independently

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Eligibility



Entitlement to the VR&E Program


- The basic period of eligibility in which VR&E services may be used is 12 years from the latter of the following:
 - Date of separation from active military service, **or**
 - Date the veteran was first notified by VA of a service-connected disability rating

Active Duty Service Members are eligible if they:

- IDES – Going through Med Board should apply immediately
- Expect to receive an honorable discharge upon separation from active duty AND
- Obtain a memorandum rating of 20% or more from the Department of Veterans Affairs (VA)

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What are the Steps?



- The Veteran is scheduled to meet with a Vocational Rehabilitation Counselor (VRC) for a comprehensive evaluation to determine if he/she is entitled to services
- A Vocational Rehabilitation Counselor (VRC) works with the Veteran to complete an evaluation to determine if an employment handicap exists
 - An employment handicap exists if the Veteran's service connected disability impairs his/her ability to obtain and maintain a job
- Entitlement to services is established if the Veteran has an employment handicap and meets basic eligibility requirements

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What Happens after the Entitlement Determination is Made?




- Veteran completes an evaluation to determine transferable skills, aptitudes, interests, and limitations due to disabilities
- VRC identifies physical/mental/other requirements for potential career goals to assure they are realistic, marketable, and achievable
- VRC determines viable employment options based on your abilities, interests, and limitations due to disabilities
- Veteran and VRC explore labor market and wage information for career interests
- VRC and Veteran investigate training requirements for career field

The next step: VRC and Veteran identify a suitable employment goal, select the appropriate "Track", and develop a Rehabilitation Plan based agreed upon on vocational goal and needs of the Veteran

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RAPID ACCESS TO EMPLOYMENT



This option is designed for those veterans who already possess most of the necessary skills to compete for suitable employment opportunities and wish to obtain employment as soon as possible.


Services under this option may include

- Short-term training if required for job
- Licensure or certifications if required for job
- Job readiness preparation such as resume development, job search assistance,
- On the job accommodations
- Post-employment follow up to assure successful transition to new job

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EMPLOYMENT THROUGH LONG-TERM SERVICES



This option is designed for those individuals who need specialized training and/or education to obtain and maintain suitable employment.


Services under this option may include

- Post-secondary education such as college, vocational or technical school required for employment in approved career field
- Computer for use while in school
- Tuition/fees/books/supplies & tools fully covered if required
- Subsistence Allowance while in training AND for 2 months after graduation while you search for job
- **If eligible for CH 33 Veteran receives 100% of the BAH for the school zip code, regardless of % for time in service!**

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INDEPENDENT LIVING




This option is designed for individuals whose disabilities are so severe that they are currently unable to pursue an employment goal. These individuals may need rehabilitation services to live more independently and to increase their potential to return to work.


Services include:

- Comprehensive in-home assessment
- Accommodations as deemed necessary
- Referrals to VA support services such as VA's Specially Adapted Housing Program and/or VA's Home Improvement Structure Assistance Program
- Referral to community-based services as needed
- Personal Counseling and Case Management services

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Other Programs & Services 



An On-the-Job Training (OJT) or a Non-Paid Work Experience (NPWE) may be provided to a Veteran who has difficulty obtaining suitable employment due to lack of work experience

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Other Programs & Services 

On-the-Job Training (OJT) and Apprenticeships

- Veteran learns hands-on and associated instruction of a highly skilled employment.
- Veteran receives instructions, observes practical demonstrations of the job requirements, and assists in the performance of the job.
- An OJT is considered as Paid OJT and is used synonymously with Apprenticeship
- Apprenticeship differs from Paid OJT in that Apprenticeship typically includes academic work, while OJT does not
- **Apprenticeship programs are approved through the Department of Labor**

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Other Programs & Services 

Apprenticeship Rates (program must be approved)

- **Post-9/11 GI Bill recipients.** The payment rates are as follows:
 - You will receive 100 percent of your applicable MHA during the first six months of training in these increments:
 - 80 percent of your applicable MHA during the second six months of training
 - 60 percent of your applicable MHA during the third six months of training
 - 40 percent of your applicable MHA during the fourth six months of training
 - 20 percent of your applicable MHA during the remainder of the training
- Post-9/11 GI Bill recipients will also receive up to \$83 per month for books and supplies.
- **All other GI Bill programs.** For all other GI Bill programs, the payment rates are as follows:
 - 75 percent of the full-time GI Bill rate for the first six months of training
 - 55 percent of the full-time GI Bill rate for the second six months of training
 - 35 percent of the full-time GI Bill rate for the remainder of the training program

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Other Programs & Services

Non-Paid Work Experience (NPWE)

- Non-paid or nominally paid work experience generally supplements other training or experience
- Academic instruction may be pursued before induction into or concurrently with the work experience as necessary to help the Veteran achieve his/her planned vocational goal
- NPWE may also be referenced as Non-paid or Nominally Paid OJT
- Based on clock hours and participants receive monthly rate accordingly
- **Work must be in a governmental organization**

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Other Programs & Services

Vocational/Career Counseling services to assist transitioning Servicemembers and Veterans with disabilities

- Career Choice: understand the best career options based on interests and capabilities
- Personalized Support: Academic guidance, Counseling, and referral to support services on campus to help remove any barriers to success

Dependents Educational Assistance (CH 35)

- Educational counseling for children and widows/spouses of Veterans who have a permanent and total 100% service connected disability rating

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